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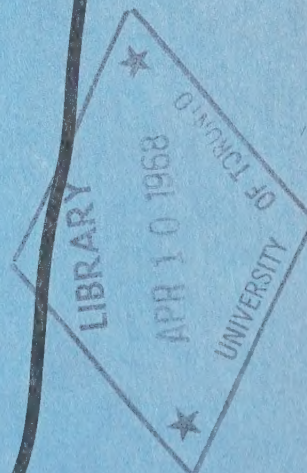
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THE BEHAVIOUR OF CANADIAN WAGES AND SALARIES IN THE POSTWAR PERIOD

A Graphic Presentation



Economics and Research Branch
CANADA DEPARTMENT OF LABOUR

Government
Publications

TO THE READER

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THE BEHAVIOUR OF
CANADIAN WAGES AND SALARIES
IN THE POSTWAR PERIOD

PREPARED IN THE WAGES RESEARCH DIVISION
OF THE ECONOMICS AND RESEARCH BRANCH

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The Purpose of the Chart Book and How to Use It

The purpose of this presentation is to illustrate wage and salary behaviour; where there is analysis it is intended to describe, not to explain. A careful study of the charts and supporting tables will not only inform the reader about wage and salary behaviour but tell him where to obtain more detailed and more up-to-date information.

Comparison of wages and salaries with other economic variables has been kept to a minimum because the charts are not meant to suggest any cause-effect relation between wage and nonwage factors. In a few instances — in the examination of regional wage differentials especially — the commentary draws on data not depicted graphically or to be found in the supporting tables. But these are exceptions to the general approach, which assumes that the charts speak pretty well for themselves. The reader wanting the details will find them in the tables on which the charts are based at the back of this book. The table numbers generally correspond with the chart numbers.

Some of the charts portray the structure of wages and salaries in 1965. The absolute values are shown for various classifications of industries, regions and occupations. The relation of wages and salaries among these groups is expressed in index form or as percentage deviations from some general average. It is these relations that constitute a wage structure.

The treatment of the information is to move from broad aggregates to their smaller, more homogeneous components. The charts move from total labour income in the sectors comprising the Canadian economy to average wages and salaries combined and then treated separately. Data are presented for the major industry groups accounting for most of our economic activity; finer breakdowns are then shown for the major manufacturing industries. National averages are shown first, followed in many instances by regional and (not always) provincial averages; in a few cases there is information for specified cities.

The wage and salary data are shown first as averages for all workers in the industry and (where applicable) region covered. In a few subsequent charts information is given for particular occupational groups and, finally, for specific professions and skills.

The approach has been first, to portray the 1965 situation, then to depict the trend over the years, mostly since 1949. As would be expected, labour earnings have increased more rapidly in some industries, regions and occupations than others. Relative rates of

growth are illustrated in some charts, making it easy to identify the "pacers" and the laggards. The extent to which the gap between the earnings of certain occupations has widened or narrowed is illustrated.

Other aspects of wage behaviour are also illustrated. These include a comparison of the labour share of net domestic product with the shares going to investors and unincorporated business, a comparison of trends in money wages and real wages (that is, money wages discounted for rising consumer prices), a comparison of hourly wage trends in manufacturing with trends in production and man-hour productivity. Finally, but certainly not last in importance, the trend in major collectively bargained wage settlements is presented.

Current wage and salaries data are available only on the basis of a new, extensively revised Standard Industrial Classification. Information based on the new classification is available back to 1961; information for earlier years is available only on the basis of the old classification. An examination of wage and salary trends is an essential part of this book and, for many reasons, 1949 is considered a good base year for calculating such trends. For statistics starting from 1949, it is necessary to use data based on the old industry code. However, time series data for many industries cannot be linked together on the old and new classifications. Information on the old classification has not been available since the start of 1966. Therefore, the data in this presentation, with a few exceptions, do not go beyond 1965.

The information for these tables is drawn largely from the Dominion Bureau of Statistics. It must be pointed out that the Canada Department of Labour produced the averages for 1965 from D.B.S. unpublished material, and this department assumes all responsibility for these averages. Other information has come from this department and from two private organizations, the Canadian Council of Professional Engineers, and H.V. Chapman Associates Ltd. We are grateful to these organizations for permitting us to use their material.

The chart book was planned and its preparation directed by Mr. Allan Porter, Chief, Wages Research Division, Economics and Research Branch, assisted by Mr. George Jaycox. Mr. Robert Steele, Head of the Production Section of the Public Relations and Information Services Branch, assisted in designing the charts and supervised their production.

John L. Mainwaring,
Acting Director,

Economics and Research Branch.

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6

than the government sector in 1949 but only four times greater in 1965. The greatest growth rate occurred in the personal sector, followed closely by government.

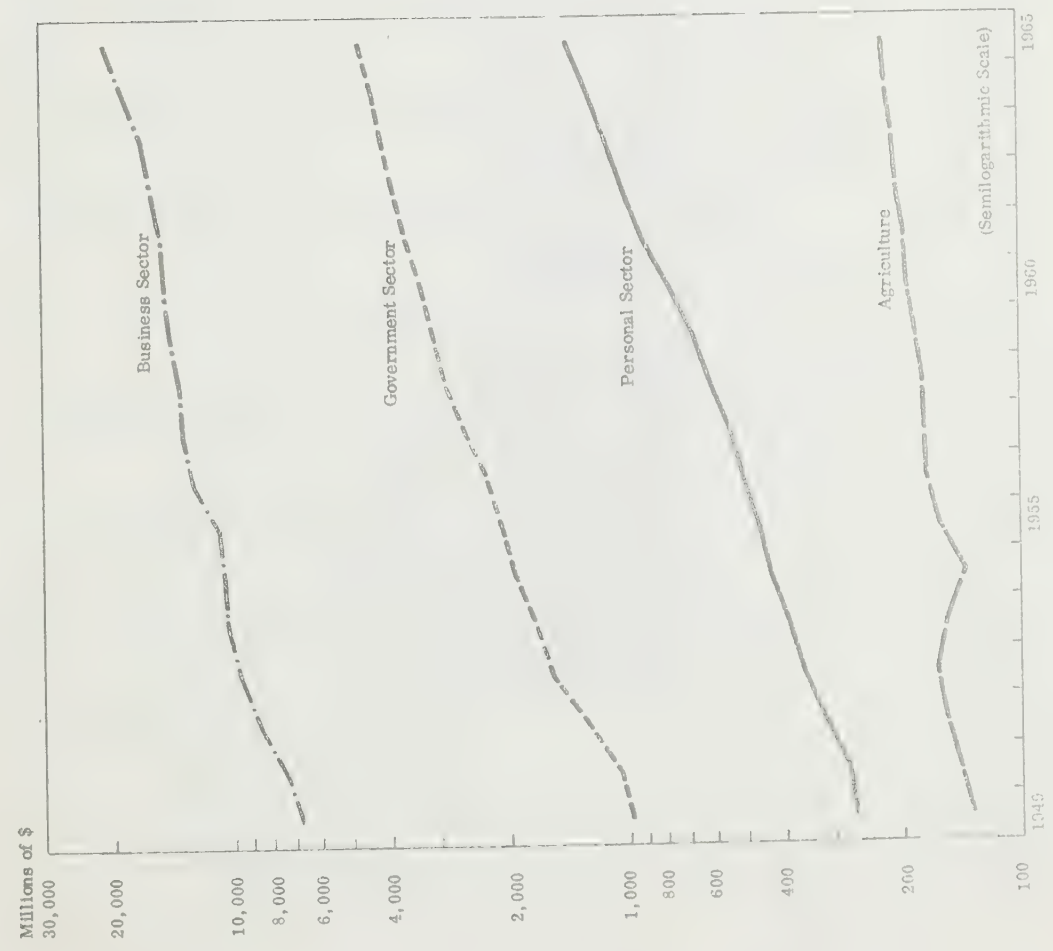
1

LABOUR INCOME

Canadian labour income exceeded \$8.1 billions in 1949, distributed through the national economy as shown below, and \$26.6 billions in 1965. It was much the largest in the business sector but was less so by 1965, being almost seven times greater

Chart 1A

Paid to Employees in the Sectors of the Economy
and in Agriculture, 1949 to 1965



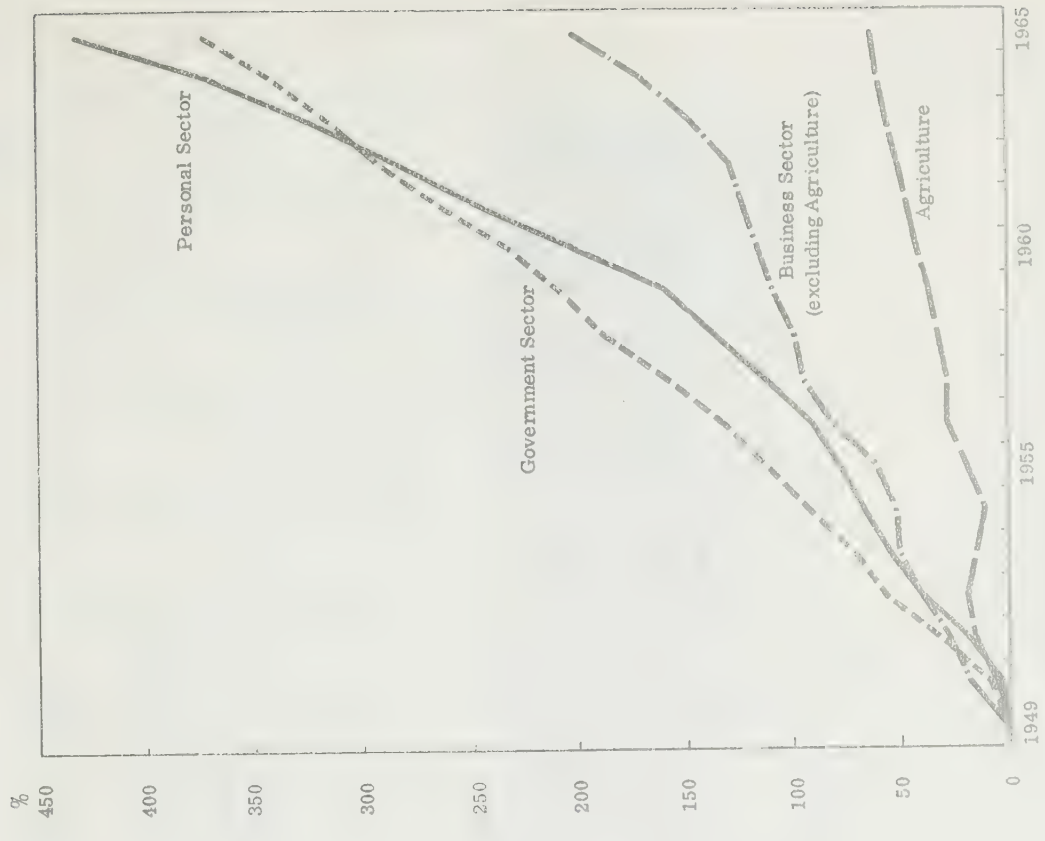
Notes: Labour income is the sum of all wages, salaries and supplementary labour income paid each year to employees in each sector and in agriculture. "Employees" are all people who are employed by a person or organization including everyone from the labourer to the highest official. The *personal sector* includes all people and private organizations not established for the purpose of making a gain, such as charitable institutions, municipal hospitals, and universities; wages paid to domestic help are included in this sector.

prises, and independent professional practitioners. The *government sector* includes all general government departments and agencies — federal, provincial and municipal — that are noncommercial in nature. Labour income in agriculture constitutes wages and salaries to people employed on a farm. Most farm income is reported as "Net income received by farm operators from farm production", and is not shown in above table. In the government sector military pay and allowances are added to wages, salaries and supplementary labour income.

Source Table 1.

Chart 1B

Rates of Growth, 1949 to 1965



More than 60 per cent of the proceeds of the business sector has been paid out as income from gainful employment, that is, labour income; another 25 per cent (more or less) has gone to investors, and the remainder, about 15 per cent, to unincorporated business, meaning privately owned small business firms and self-employed people like most doctors and dentists.

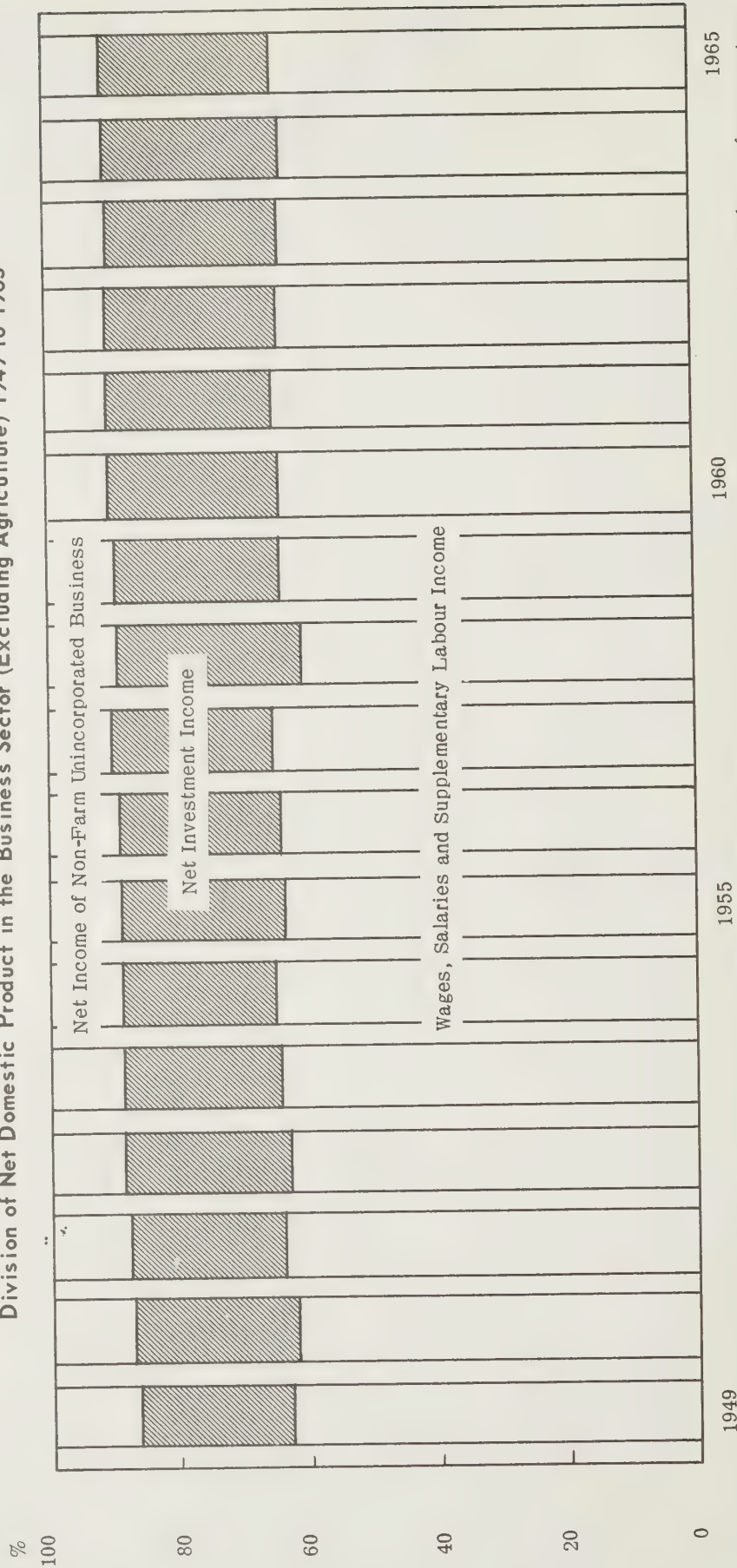
The shares have fluctuated within a rather narrow margin; the labour share ranged from a low of 62.2 per cent in 1950 to a high of 65.8 per cent in 1957, the investment share from 23.0 per cent in

1949 to 27.2 per cent in 1965, the "small business" share from a high of 13.2 per cent in 1949 to a low of 9.1 per cent in 1965. The only apparent trend in these series has been a decline in the share going to unincorporated business.

Changes in labour and investment shares were largely compensatory: a rise in one accompanied an almost equal decline in the other, and vice versa. The wide fluctuations from 1949 to 1953 contrast with the moderate shifts from 1960 to 1964.

Chart 2A

Division of Net Domestic Product in the Business Sector (Excluding Agriculture) 1949 to 1965



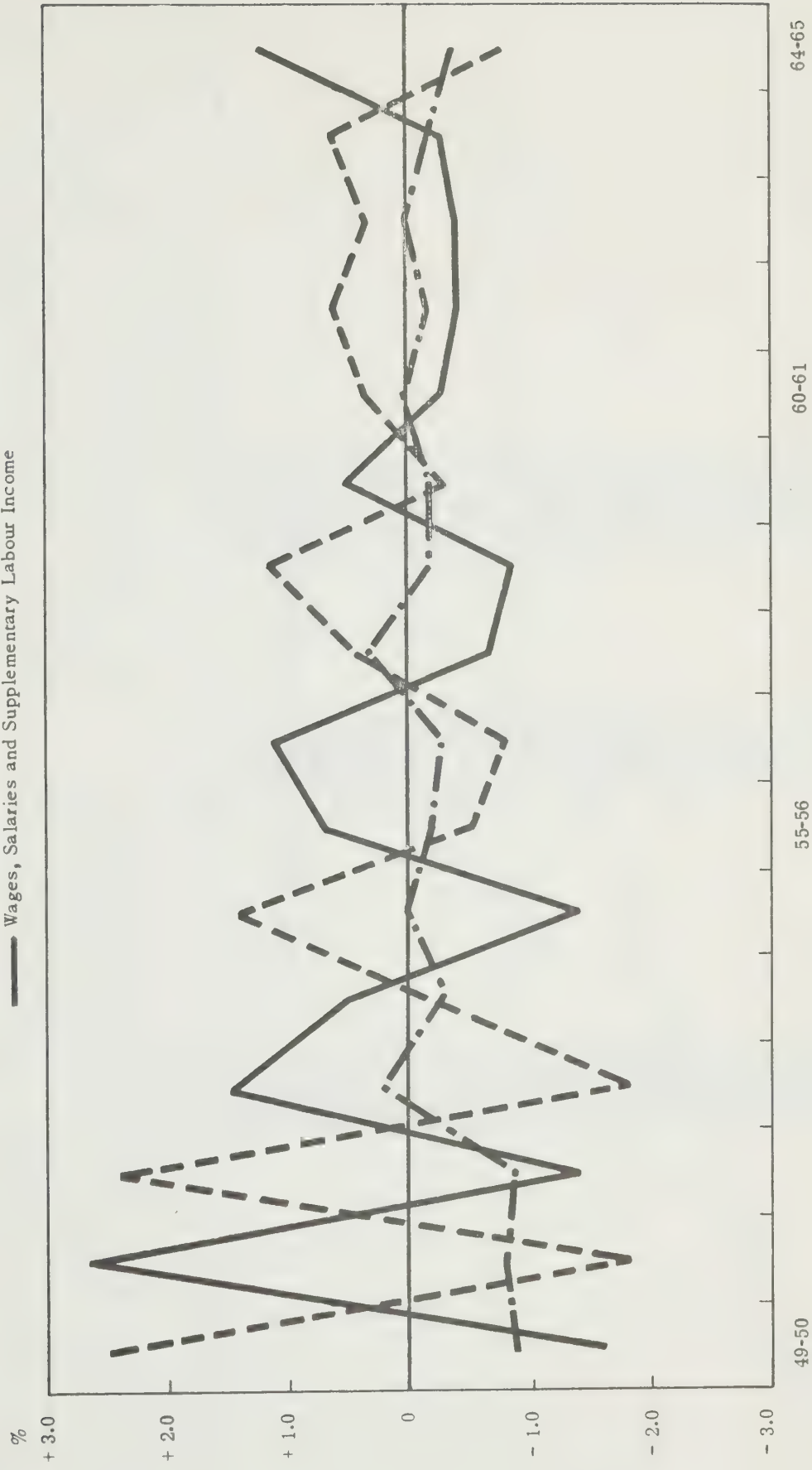
Note: This chart illustrates the distribution of output in Canada of the business sector (excluding agriculture) which is made up of corporations, unincorporated businesses, government business enterprises, and individual professional practitioners. The proceeds are divided among employees of business enterprises (as labour income), investors in business enterprises (as profit, interest, rent and miscellaneous investment income) and owners of unincorporated business, including professional practitioners. For fuller definitions see Tables 1 and 2.

Source: Table 2.

Chart 2B

Changes* in the Distribution From Year to Year

- Net Income of Non-Farm Unincorporated Business
- - - Net Investment Income
- Wages, Salaries and Supplementary Labour Income



Note: * This chart illustrates the year-to-year changes (by percentage points, to the nearest tenth of one point) in distribution of net domestic product as illustrated in Chart 2A.
Source: Table 2.

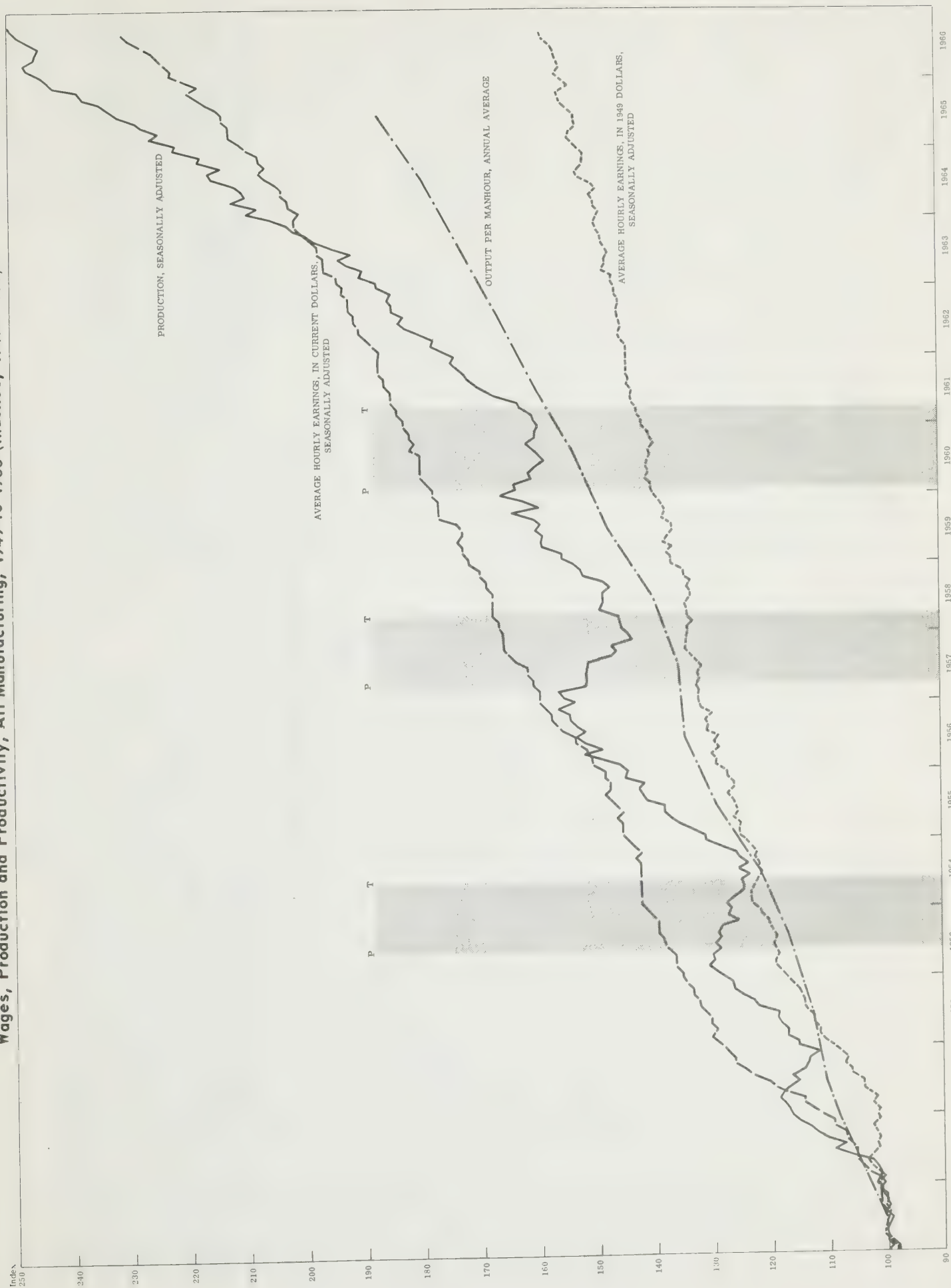
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WAGES, PRODUCTION AND PRODUCTIVITY

Manufacturing production has closely followed the trend in the business cycle (as would be expected), the major declines (except for one in 1951) occurring during a business downturn (shaded areas on chart), being in fact a major characteristic of downturns. More than half the 1949-1966 production growth took place in the last third of that period. Money wages (average hourly earnings in current dollars) increased at a rather even rate from the start of 1952 (after a substantial rise in 1951) to the end of 1963, with only a slight slowing down in the second half of the 1953-54 and 1957-58 and the first half of the 1960-61 recessions. The rate of increase of money wages has accelerated since the beginning of 1964 but real earnings (money earnings discounted for the rise in consumer prices),

after a sharp rise in 1951-52, have, over the past 14 years, risen at a rather even rate; this means that the recent three-year spurt in money wages has been largely offset by a speedup in the rise of consumer prices. After a virtually unchanging rate of increase in manufacturing output per manhour from 1960 to 1964 (annual averages), which was itself much better than the 1956-60 performance, the rate increased further between 1964 and 1965 (1966 data not yet available). Since man-hour productivity increased some 77 per cent between 1949 and 1965, while production increased 131 per cent, the increased output called for increased manufacturing employment, which in fact rose about 30 per cent. (Hours worked per week actually declined until 1958, followed by a small subsequent increase; see Chart 8A.)

Chart 3
Wages, Production and Productivity, 1949 to 1966 (Indexes, 1949 = 100) *



Note: * All indexes are by months, except the output per man-hour indexes, which are annual averages. The shaded areas denote recessions, and the letters P and T denote peaks and troughs in the short-term Canadian business cycle.

Source: Tables 3-1 to 3-4.

4

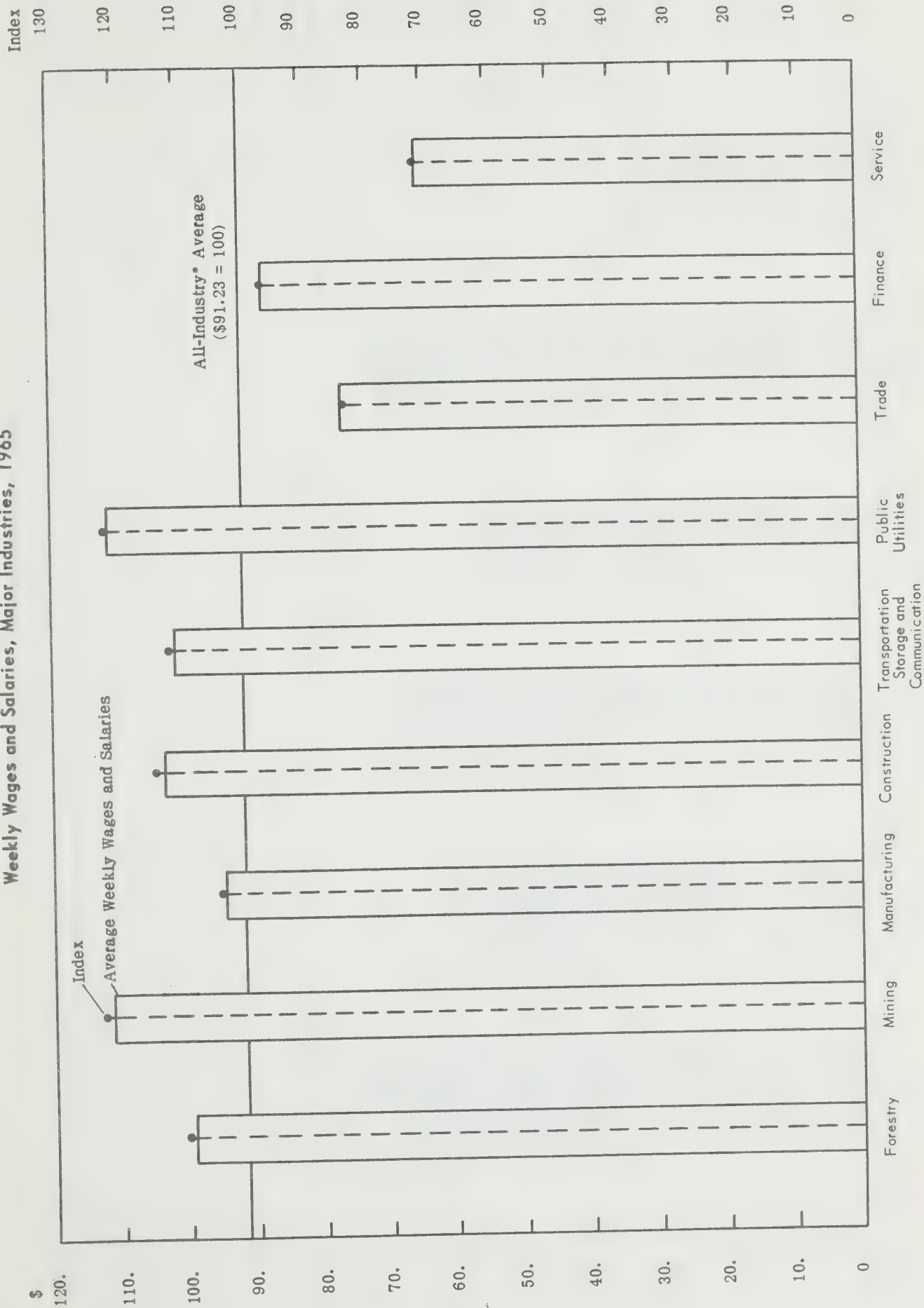
THE CURRENT PICTURE BY INDUSTRY

Labour income varies by industry, region, occupation, size of firm or establishment, etc., and by combinations of these factors. Variation by industry is illustrated in the next few charts. In weekly wages and salaries the mining industry ranked highest in 1965 among the major industry groups, and the service industries (including recreational services, accounting, advertising and other services to business, and such personal services as laundries, dry cleaners, hotels and restaurants)

were lowest. There was a difference of \$47 a week between services at \$65 and mining at \$112. While the latter was 22 per cent above the all-industry average, the former was 29 per cent below. Public utilities virtually shared top rank with mining, with a difference of less than 50 cents in weekly earnings. Manufacturing industries and financial institutions were closest to the all-industry average.

Chart 4A

Weekly Wages and Salaries, Major Industries, 1965



Note: * "All industry" means here a composite of the major industries covered; the chief industries excluded are fishing and trapping, and public administration and defence.

Source: Table 4A.

CURRENT PICTURE BY INDUSTRY (Continued)

This chart examines wages, separate from salaries. Wages are ordinarily paid by the hour or week, or by units of output, in the case of piecework, to employees who are usually described as production or plant workers, or in some instances, "outside" workers. Salaries are usually described in terms of an annual figure, but are paid by the week or month in most cases, to people in managerial, professional, or clerical jobs. (In fact the line between wages and salaries is blurred in places; for fuller descriptions see Dominion Bureau of Statistics notes in publications on average hourly earnings and average weekly wages and salaries.)

Hourly earnings in mining in 1965 were only one cent less than in construction but weekly wages in mining were two dollars higher, reflecting the longer hours worked in mining, 42.5 compared with 41.4 in construction. The difference of \$56 between weekly wages of the mining and the service industries was even greater than the difference of \$47 in weekly wages and salaries (see Chart 4A). In the case of hourly wages, the difference was less pronounced, the mining average of \$2.43 being 88 per cent higher than service industries' average of \$1.29 compared with a difference of 119 per cent between weekly wages of \$103.11 and \$47.11. This is because weekly hours

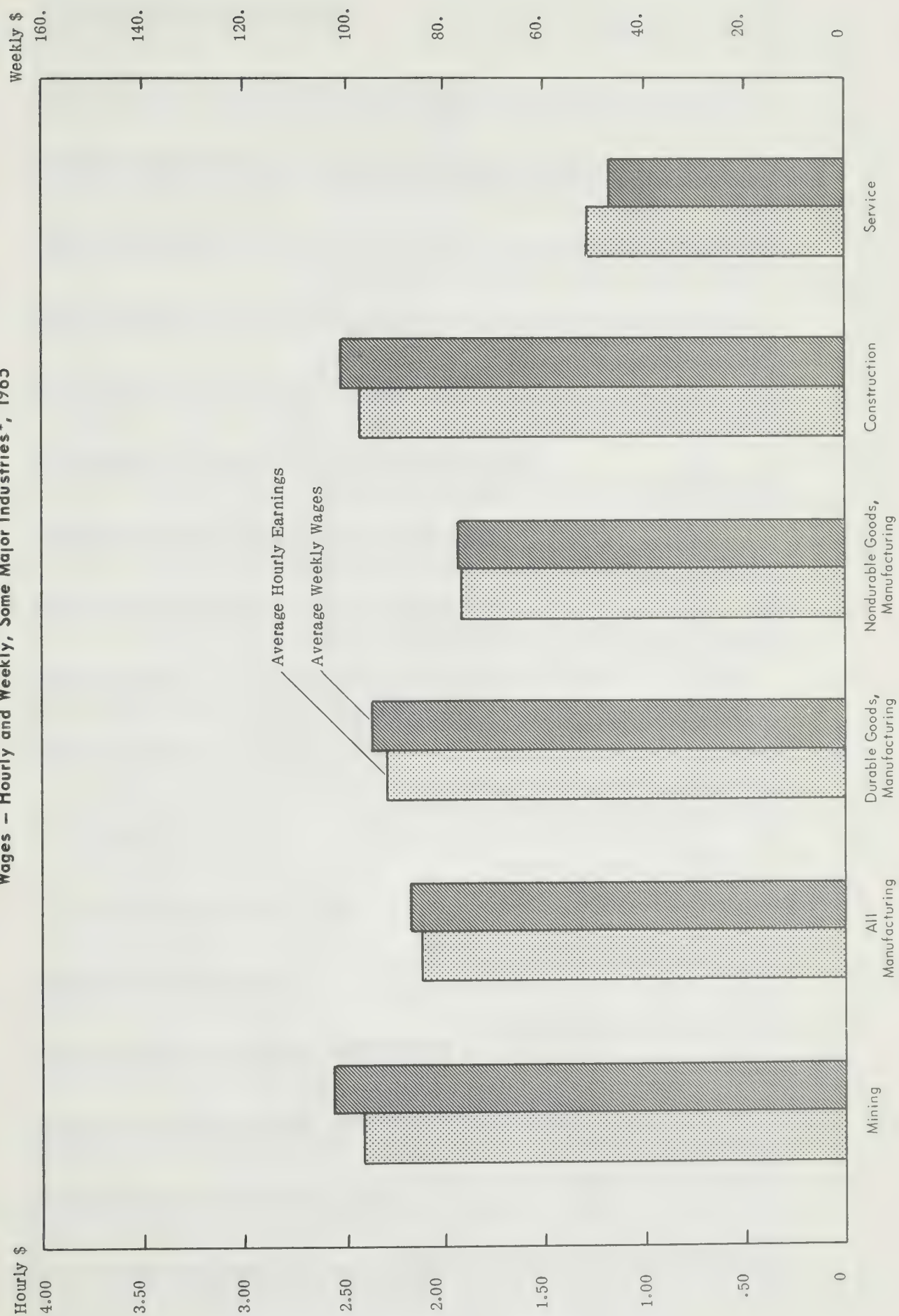
worked in mining were 42.5 or 17.1 per cent greater than the 36.3 hours worked in the service industries.

(Weekly hours of work have not been plotted on this chart or any others, except in 8A, for all manufacturing; however, differences in hours can be inferred from a comparison of the average weekly wages and average hourly earnings columns. In Charts 4B, 4C and 5B, the weekly wages, marked off on the right-hand margins, are 40 times the hourly wage scale, shown on the left. Where weekly hours are 40, and they almost are in nondurable goods manufacturing, the hourly and weekly wages columns are equal in height; to the extent that the work week exceeds 40 hours, the weekly wages column will be correspondingly higher, and vice versa if the hours are less than 40.)

The all-manufacturing average of hourly earnings of \$2.12 was 32 cents below the construction figure, but the average for the durable goods manufacturing industries was only 14 cents less, compared with a difference of 51 cents in the case of nondurable goods. Weekly hours were almost the same in construction and durable goods, at 41.4 and 41.7 respectively, and slightly lower in nondurables, at 40.4.

Chart 4B

Wages - Hourly and Weekly, Some Major Industries*, 1965



Note: *The industries shown are all the major industry groups for which average hourly earnings and weekly wages are shown separately.
Source: Table 4B.

Hourly earnings for all manufacturing averaged \$2.12, as indicated in Chart 4B, and yet Chart 4C shows that in only two of the 17 groups of manufacturing industries (rubber products, electrical apparatus and supplies) was the average within 5 cents of all-manufacturing figure. The industry wages ranged from a low of \$1.38 an hour in clothing to a high of \$2.91 in products of petroleum and coal, a difference of more than 110 per cent. Put another way, the petroleum and coal products figure was 37 per cent above the all-manufacturing average and the clothing industry was 35 per cent below. The considerable interindustry variation in hourly earnings and weekly wages is clearly shown in the charts below. Weekly hours of work ranged

from a high of 43.4 in nonmetallic mineral products to a low of 37.7 in tobacco products, a difference of 15 per cent.

In the industries where hours of work are longest (identified by those where the weekly wages column is higher than the hourly wages column, as explained on page 14), overtime pay is most common at 1½ or twice the normal hourly rate. Because overtime pay is included in average hourly earnings data, these figures will be enhanced to the extent that overtime is worked. However, this factor is not so important that removal of overtime pay from hourly earnings data (which at present is not possible) would cause any significant change in the structure of hourly wages in manufacturing industries.

Chart 4C

Wages — Hourly and Weekly, Major Manufacturing Industries, 1965

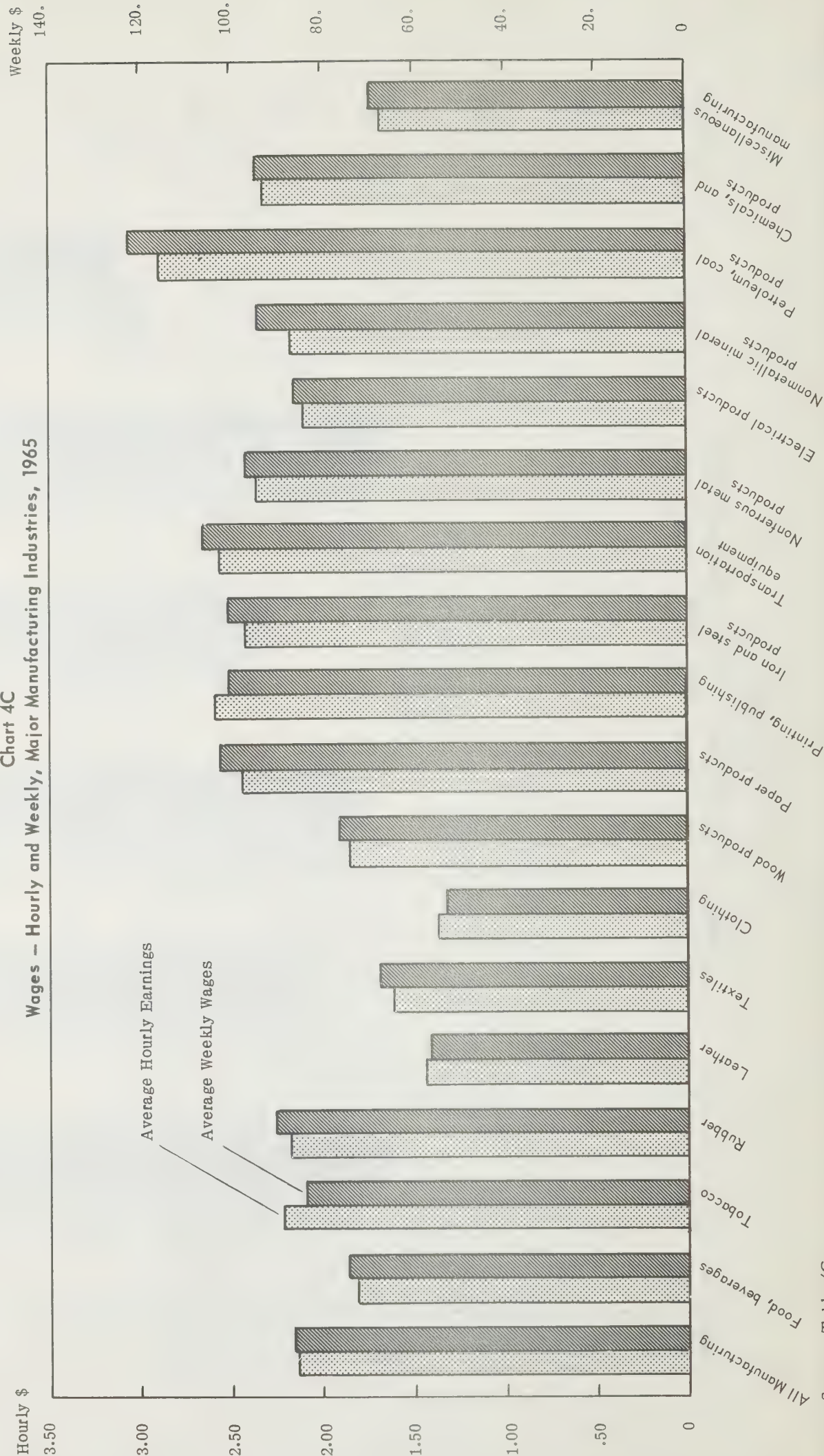
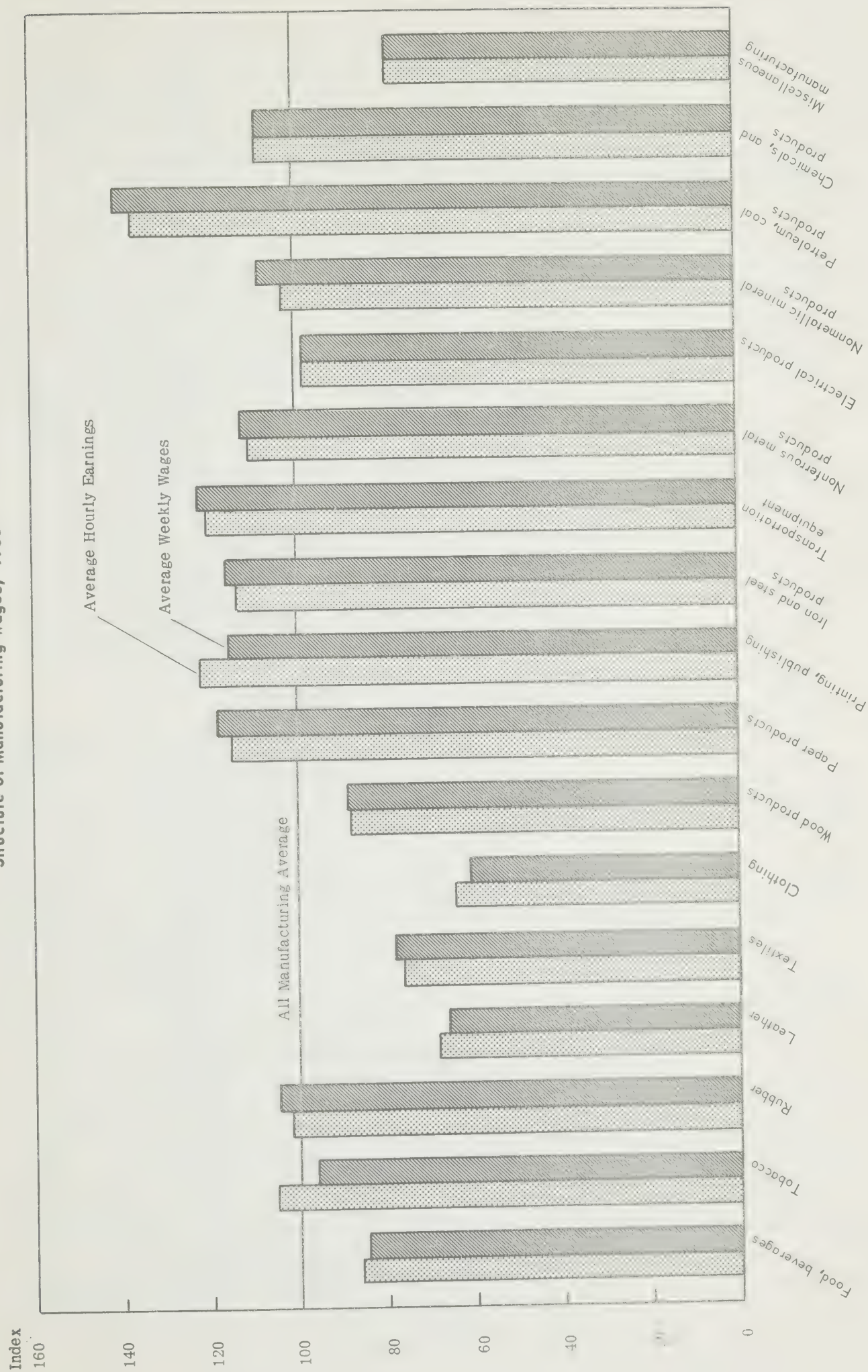


Chart 4D

Structure of Manufacturing Wages, 1965*



Note: *The relation of average hourly earnings and of average weekly wages, as shown in Chart 4C, in each manufacturing industry to the all-manufacturing average, which is represented by 100.

Source: Table 4C.

5

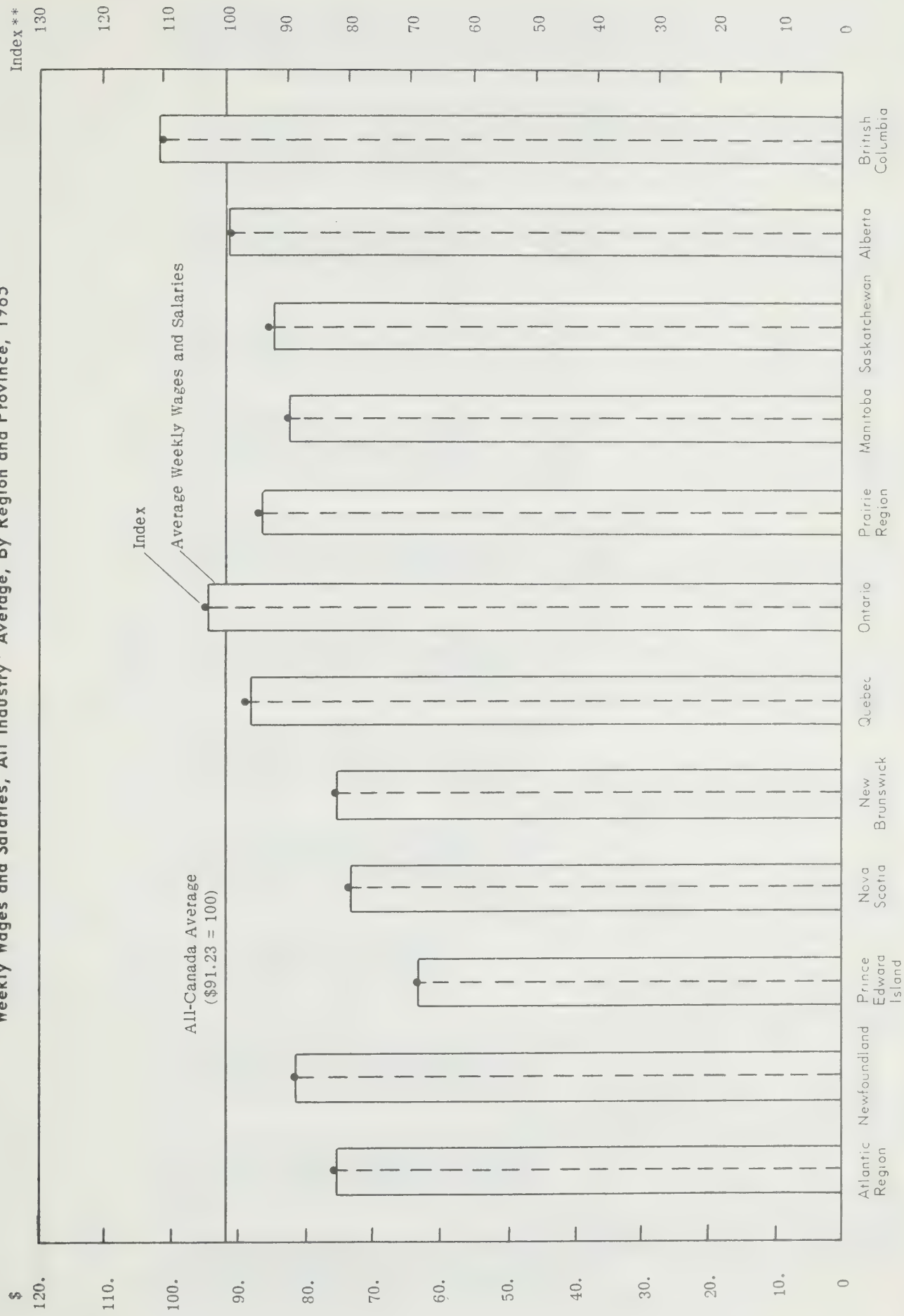
THE CURRENT PICTURE BY REGION AND PROVINCE

Provincial differences in labour income were not as great as industry differences, but were nevertheless substantial. At the extreme, weekly wages and salaries, averaged for all industries, were \$63.37 in Prince Edward Island and \$101.26 in British Columbia, a difference of \$37.89 or 60 per cent. Of course such a comparison between Canada's highly industrialized third largest province and the smallest, largely rural and agricultural province is not very meaningful. More signifi-

cant is the fact that outside of the eastern and western limits of the country, regional differences were not great in terms of all-industry averages. Ontario was about 4 per cent above the national average, Quebec less than 3 per cent below, and the Prairie region 5 per cent below; however, the Atlantic region was 17 per cent below and British Columbia 10 per cent above the all-Canada figure of \$91.23.

Chart 5A

Weekly Wages and Salaries, All Industry* Average, By Region and Province, 1965



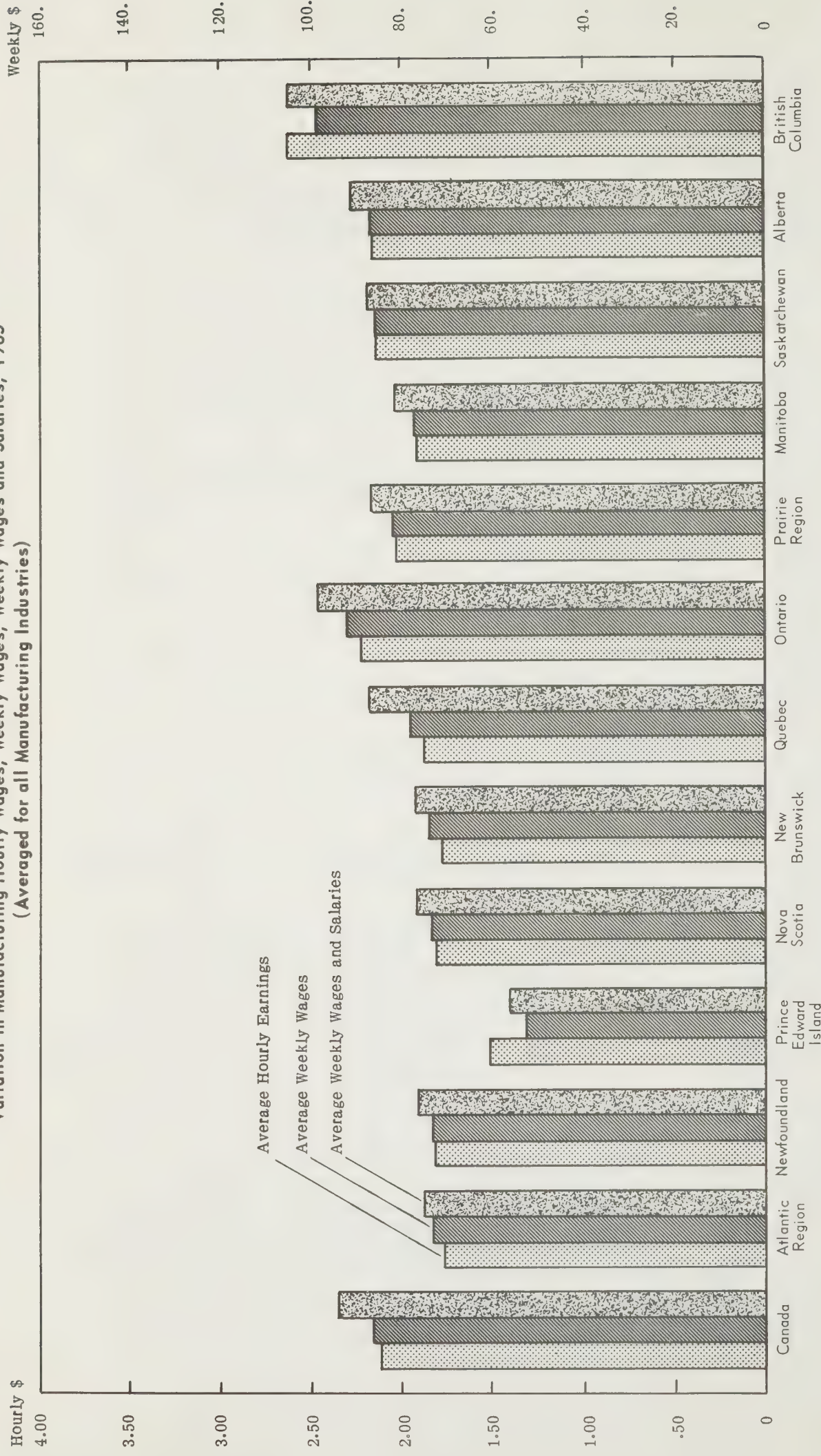
Note: *"All industry" comprises forestry, mining, manufacturing, construction, transportation and utilities, trade, finance, and service.

**The average for each region is expressed as an index of the all-Canada average.

Source: Table 5A.

Chart 5B

Variation in Manufacturing Hourly Wages, Weekly Wages, and Salaries, 1965
(Averaged for all Manufacturing Industries)



Source: Table 5B.

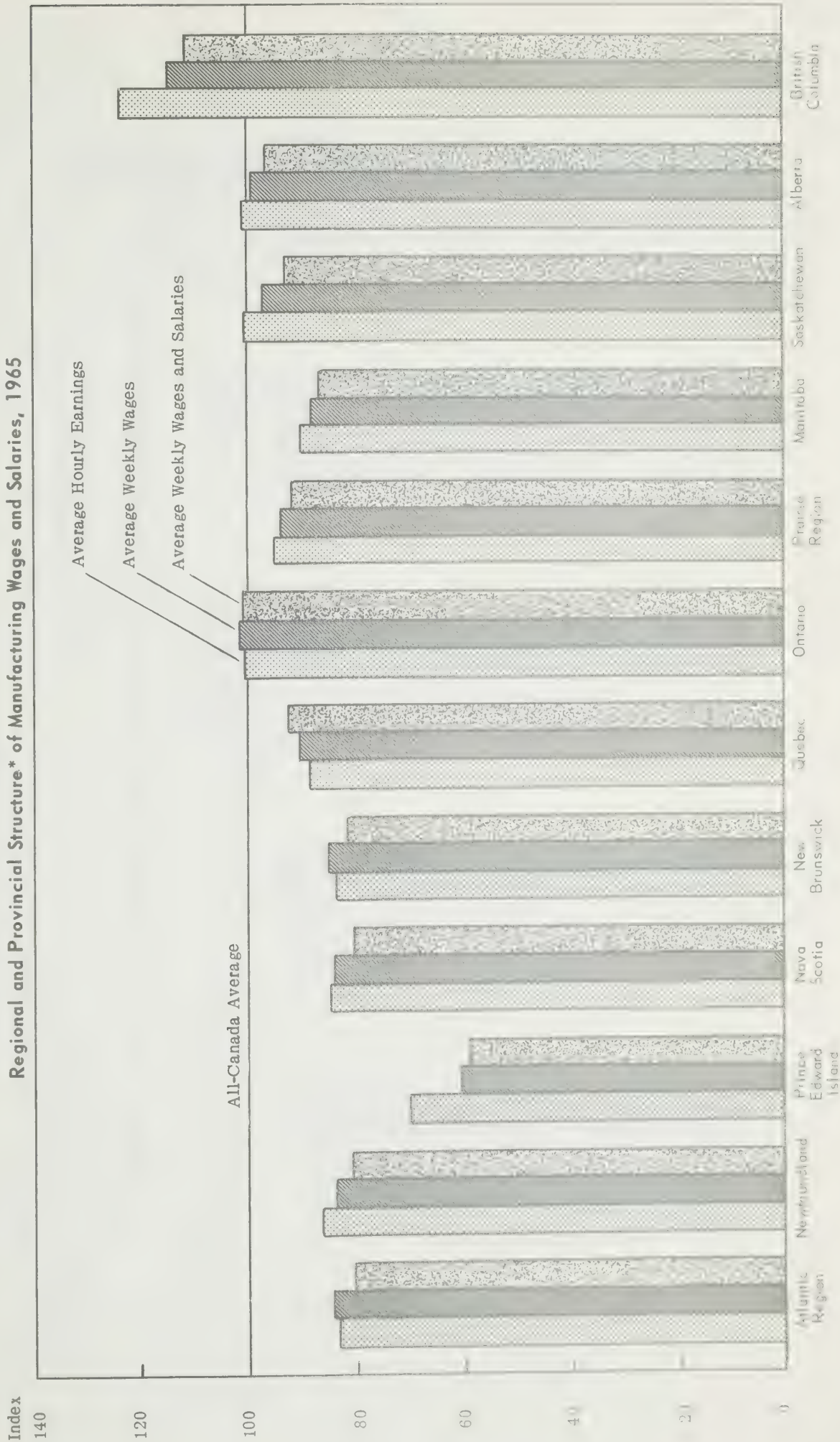
Manufacturing wages and salaries showed somewhat greater regional and provincial differences than all-industry earnings, depicted in Chart 5A. Weekly wages and salaries in the Atlantic region were 19 per cent below the national average, compared with 17 per cent for all industries combined; British Columbia fared about the same in both cases, 11 per cent above the average for manufacturing

and 10 per cent for all industries, Ontario was 6 per cent above for manufacturing and 4 per cent for all industries, Quebec 7 per cent below for manufacturing compared with less than 3 per cent for all industries, the Prairie region 8 per cent below for all manufacturing and 4 per cent for all industry.

Hourly earnings departed more than weekly wages from the national average in Quebec (11 per cent below for hourly wages, 7 per cent below for weekly wages and salaries) and in British Columbia (24 per cent above for the hourly and 11 per cent above for the weekly figure). In the Atlantic region, hourly wages were 16 per cent below and weekly wages and salaries 20 per cent below

the national average. In Ontario both were 6 per cent above average. Hourly wages in the Prairie region were 4 per cent below the national figure, and weekly wages and salaries were 8 per cent below. Weekly hours worked by wage earners in all manufacturing ranged from a low of 38.0 in British Columbia to a high of 41.8 in Quebec; the national average was 41.0.

Chart 5C
Regional and Provincial Structure* of Manufacturing Wages and Salaries, 1965



Note: *The relation of average hourly earnings, average weekly wages and of average weekly wages and salaries, as shown in Chart 5B for each region and province, to the national average, which is represented by 100.

Source: Table 5B.

6

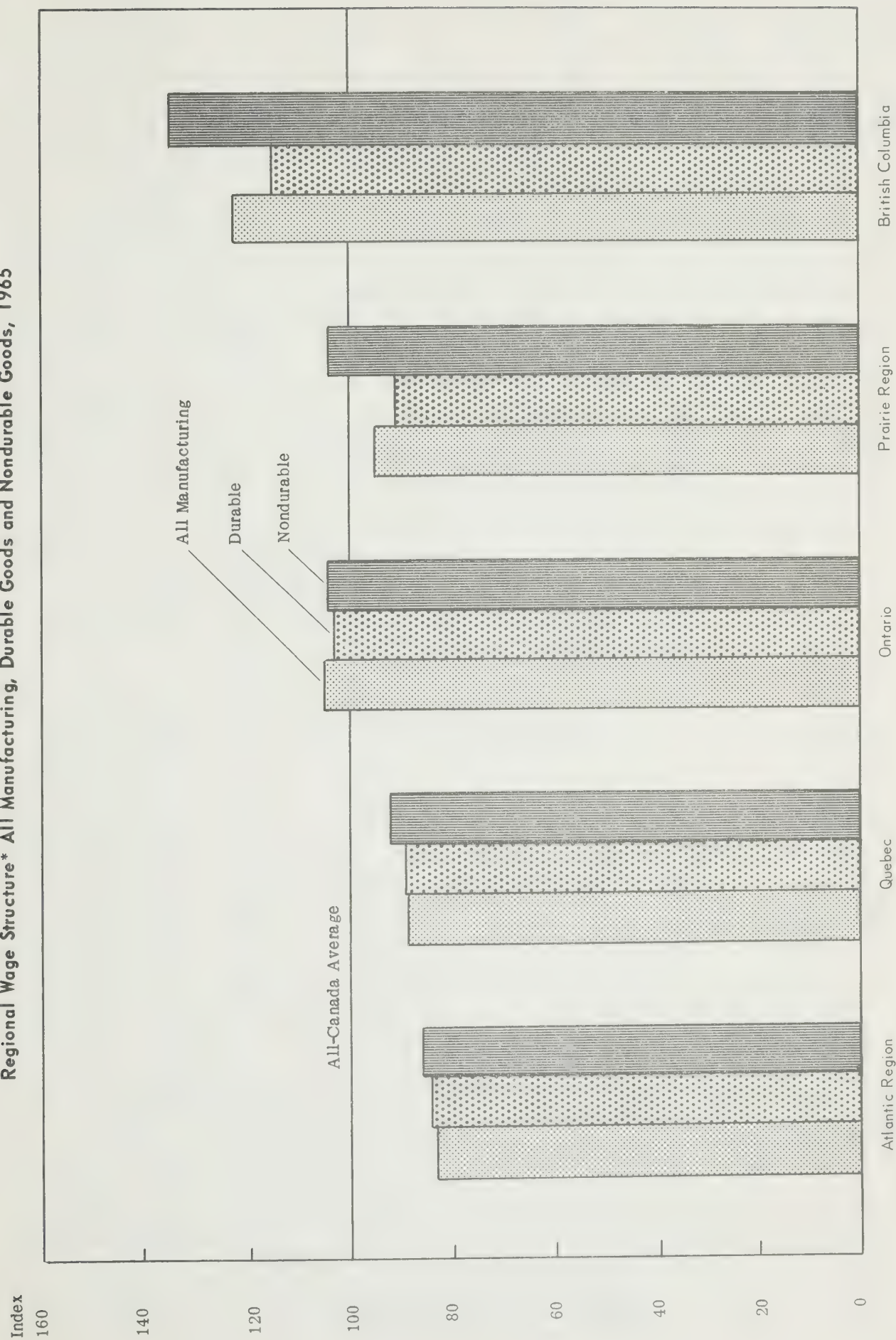
REGIONAL WAGE DIFFERENCES AND THE INFLUENCE OF EMPLOYMENT DISTRIBUTION

Although the all-manufacturing averages of hourly wages in the Atlantic region and Quebec were below the national average (16 per cent below in the Atlantic region and 11 per cent below in Quebec), the disparity was somewhat less for the nondurable goods than the durable goods industries (16 per cent below the national average for durable goods in the Atlantic region compared with 14 per cent for nondurables; 10 per cent below for durables in Quebec, compared with 8 per cent for nondurables).

Ontario was above the average, with little difference between the relative position of durables and nondurables. In the Prairies, durable goods average hourly earnings were about 9 per cent below the national durable goods average but nondurables were 2 per cent above the national average for that group. Nondurables in British Columbia were considerably more above average, by almost 36 per cent, than durables, higher by 14 per cent.

Chart 6A

Regional Wage Structure* All Manufacturing, Durable Goods and Nondurable Goods, 1965



Note: *The relation of average hourly earnings in each region to the national average which, for all manufacturing, durable goods and non-durable goods manufacturing, respectively, is represented by 100.

Source: Table 5B.

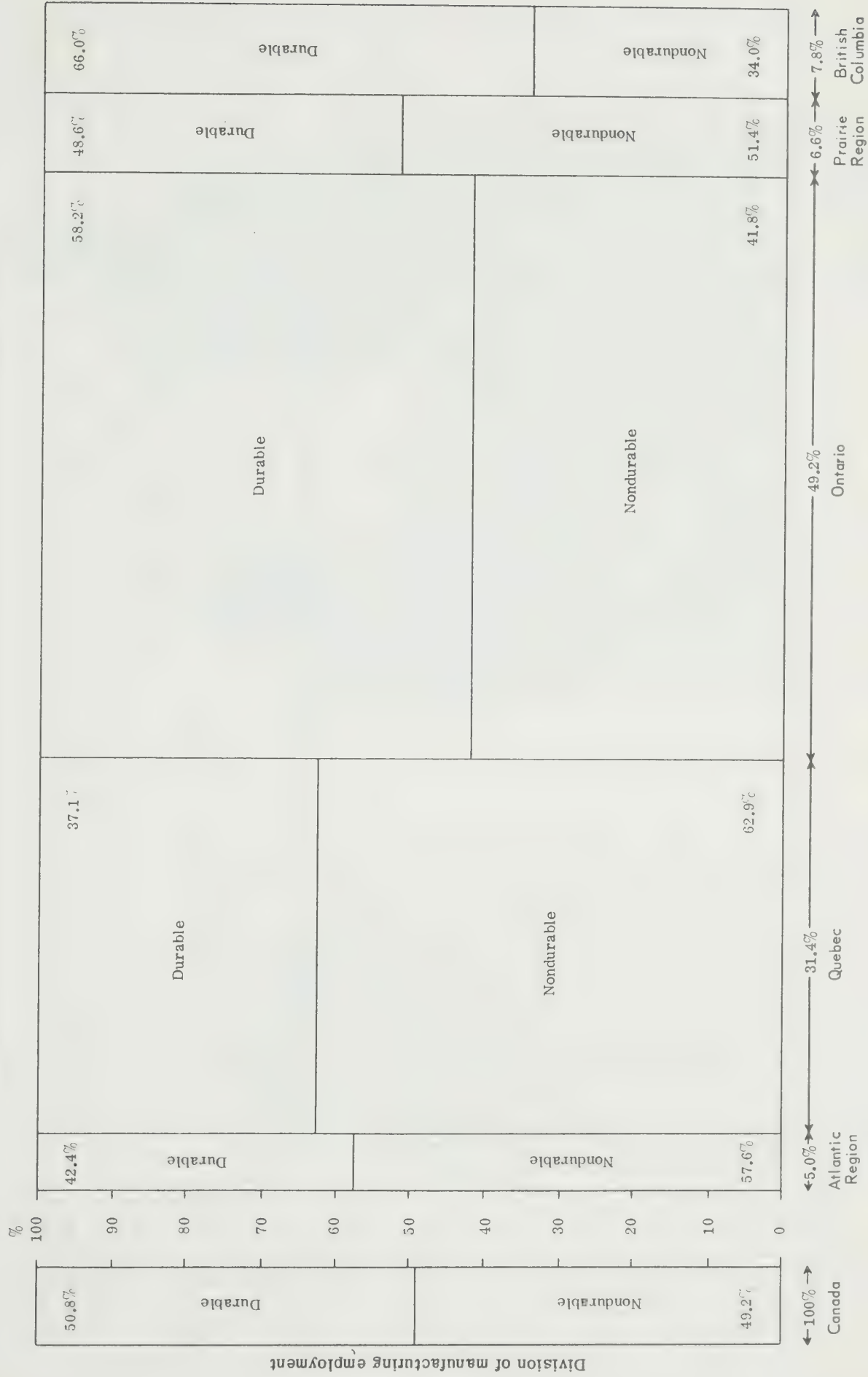
REGIONAL WAGE AND EMPLOYMENT DIFFERENCES (Continued)

Average hourly earnings in nondurable goods industries were, for all Canada in 1965, 19 per cent less than the durable goods average. The fact that employment in the lower-wage nondurable goods industries has been disproportionately high in the Atlantic region and Quebec partly explains their relatively low-wage position. The relatively greater proportion of employment in the higher-wage durable goods industries in Ontario

and British Columbia helps explain their higher wages. Regional differences in distribution of low- and high-wage industries are not the whole explanation, because a high-wage region tends to pull up the wages, even in the lower-wage industries; and conversely in the case of low-wage regions. However, this chart and Charts 6D and 6E show that, in part, regional wage differentials are actually industry differentials.

Chart 6B

Regional Distribution of Wage-Earner Employment, Durable and Nondurable Goods, 1965



Distribution of manufacturing employment by region

Source: Tables 6B, 6D.

REGIONAL WAGE AND EMPLOYMENT DIFFERENCES (Continued)

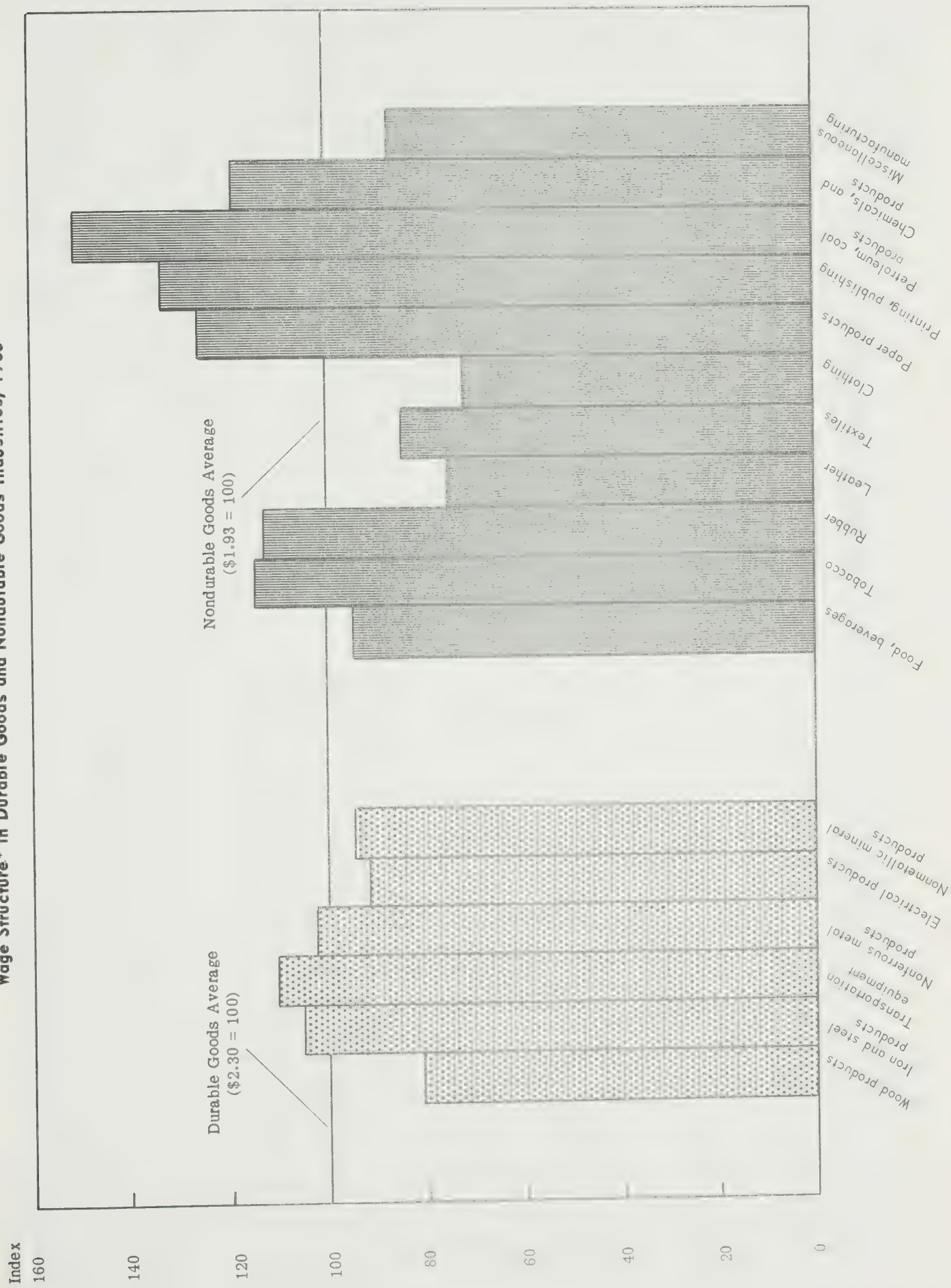
While durable goods hourly wages averaged 19 per cent more than nondurable goods wages, there was considerable variation among the industries comprising these two groups.

It can be seen that there was much greater interindustry wage variation in the nondurable goods than in the durable goods industries. The two highest-paying manufacturing industries, petroleum and coal products, and printing and publishing, were in the nondurables group, but so were the two lowest-wage industries, clothing, and leather products. The greater

concentration of employment in the low-wage industries included in nondurables explains why the nondurables average was below that for durables. It must be emphasized that many of these individual industry categories are broad groups having within themselves high- and low-wage components. (Food and beverages, chemical products, for example; there is no room in this chart presentation to illustrate the differences.) If the high-wage components are more dominant in one region than elsewhere, they will raise the average for the industry in that region; and vice versa if the low-wage components are predominant.

Chart 6C

Wage Structure* in Durable Goods and Nondurable Goods Industries, 1965



Note: *The relation of average hourly earnings in each durable goods industry to the average for all durable goods which is represented by 100; similarly for nondurable goods.

Source: Table 6C.

REGIONAL WAGE AND EMPLOYMENT DIFFERENCES (Continued)

Two of the three dominant durable goods industries in the Atlantic region, transportation equipment, and iron and steel products, were high-wage industries nationally (see Chart 6C) and the other, wood products, had the lowest wages. More detailed figures (which are too many for inclusion in this report) show the lower-wage shipbuilding industry to be the major transportation equipment industry in this region; the high-wage automobile and aircraft industries were predominant in Quebec and Ontario. This — but even more the fact that wood products wages, low anyway, were far more below average in this region than elsewhere — explains the relatively low-wage position of this region indicated on Chart 6A. In short, the low wages in the region can be only partly explained by employment in low-wage industries.

The three durables industries with below-average wages nationally, wood products, electrical apparatus, and non-metallic mineral products, accounted for almost 42 per cent of durable goods employment in Quebec, compared with 36 per cent for the whole country. This explains, at least in part, why Quebec durable goods wages were below the national average (see Chart 6A).

These three industries accounted for slightly less than 30 per cent of durables employment in high-wage Ontario (only in electrical apparatus was the employment proportion higher than the national figure), while the high-wage iron and steel, and transportation equipment industries accounted for almost 63 per cent of the total, compared with 55 per cent for the whole country.

In the Prairies the three durables industries with below average wages nationally accounted for proportionately less of total durable goods employment than in the rest of the country. Furthermore, the two highest-wage industries, iron and steel, and transportation equipment, made up almost 63 per cent of the total, as in Ontario. However, while wages in transportation equipment were at least 10 per cent above the provincial durable goods average in Ontario, they were some 6 per cent below the average for the Prairies. (This is not shown on the charts or accompanying tables because of space limitations.) Therefore local conditions would have to explain the below-average durable goods wages in the Prairies.

In British Columbia the big durable goods industry was wood products (almost 62 per cent of employment), which has been a low-wage industry nationally but considerably less so in this province (nationally, about 19 per cent below the durables average; in B.C., only 3 per cent below the provincial average for durables: the west coast wood products industry is in fact quite different from what it is elsewhere in Canada). However, the predominance of this industry, which even in B.C. paid slightly below-average wages, would help explain why durable goods wages in the province did not exceed the national average by an even wider margin.

Please remember that discussion of employment here is confined to wage-earners and discussion of wages is in terms of hourly wages. Salaried employees and their earnings are not taken into account.

Chart 6D

Total Durable Goods Employment by Region, Industry Employment in Durable Goods Within Regions, 1965

- | | |
|-----------------------------|---------------------------------|
| 1. Wood products | 4. Nonferrous metal products |
| 2. Iron and steel products | 5. Electrical products |
| 3. Transportation equipment | 6. Nonmetallic mineral products |



Employment distribution by region

REGIONAL WAGE AND EMPLOYMENT DIFFERENCES (Concluded)

The two predominant nondurables industries in the Atlantic region were food and beverages (52 per cent of nondurables employment) and pulp and paper (29 per cent), together accounting for 81 per cent of employment, compared with 39 per cent in the whole country. The pulp and paper industry has been a high-wage industry nationally (see Chart 6C), and this has been the case in this region also. On the other hand, wages in food and beverages have not only been below average nationally but have been more so on the east coast. This latter fact accounted for the region's relatively low wages in nondurables; however, the pulp and paper industry held the average up sufficiently that the disparity from the national average was less for nondurables than for durables (14 per cent compared with 16 per cent).

In Quebec, the predominance of the low-wage food and beverage, textile, and clothing industries, accounting for almost 58 per cent of the province's nondurables employment compared with 52 per cent nationally, more than offset the influence of the high-wage pulp and paper industry with its 15 per cent of employment, compared with 17 per cent nationally. However, as in the case of the Atlantic region, wages in this latter industry were high enough that the provincial nondurables average fell short of the national average by less than the durables average did (8 per cent, compared with 10 per cent).

Ontario's distribution of nondurables employment was close to the national norm. Having slightly less employment in the low-wage industries than the national proportion (59 per cent compared with 63 per cent) helped bring Ontario's average

nondurables wages almost 5 per cent above the national average for this group of industries.

The two big nondurables industries in the Prairies were food and beverages, and clothing, accounting for 67 per cent of employment, compared with 41 per cent for all Canada. Nationally they have been low-wage industries; in spite of this, the region's nondurables average wages were 2 per cent higher than the national average. This is because food and beverages wages, although about 5 per cent below average nationally, were about 6 per cent above the average for this region. The relatively higher wages in this industry, and because it accounted for 41 per cent of the region's nondurables employment, more than offset the fact that wages in clothing were even more below average here than elsewhere.

The fact that the high-wage pulp and paper industry accounted for almost half of B.C. nondurables employment, compared with 17 per cent for all Canada and that, aside from food and beverages, the low-wage industries were substantially "underrepresented" would explain not only why nondurables wages in the province were not only above average, but so much more than durables, which was affected by a preponderance of one relatively low-wage industry, wood products. (B.C. durables wages were 14 per cent higher than the national average but nondurables were 36 per cent higher — see Chart 6A).

Please remember that discussion of employment here is confined to wage-earners and discussion of wages is in terms of hourly wages. Salaried employees and their earnings are not taken into account.

Chart 6E

Total Nondurable Goods Employment by Region*

- | | | |
|--------------------|-------------------------|---------------------------------|
| 1. Food, beverages | 5. Textiles | 9. Petroleum, coal products |
| 2. Tobacco | 6. Clothing | 10. Chemicals, and products |
| 3. Rubber | 7. Paper products | 11. Miscellaneous manufacturing |
| 4. Leather | 8. Printing, publishing | |



Employment distribution by region

Note: *The absence of a number in a region indicates the absence of that industry.
Source: Tables 6B, 6D.

The movement of wages and salaries in some industries conformed pretty well to the all-industry trend; these industries were manufacturing, mining, transportation, retail and wholesale trade, and finance.

The forestry and construction industries diverged somewhat

from the general trend. Forestry pulled ahead rapidly after 1960, construction after 1961. Earnings in public utilities and services increased a little more rapidly than the all-industry average, but the service industry continued to be well below average throughout this period.

Chart 7A
Weekly Wages and Salaries (Annual Averages), Major Industries

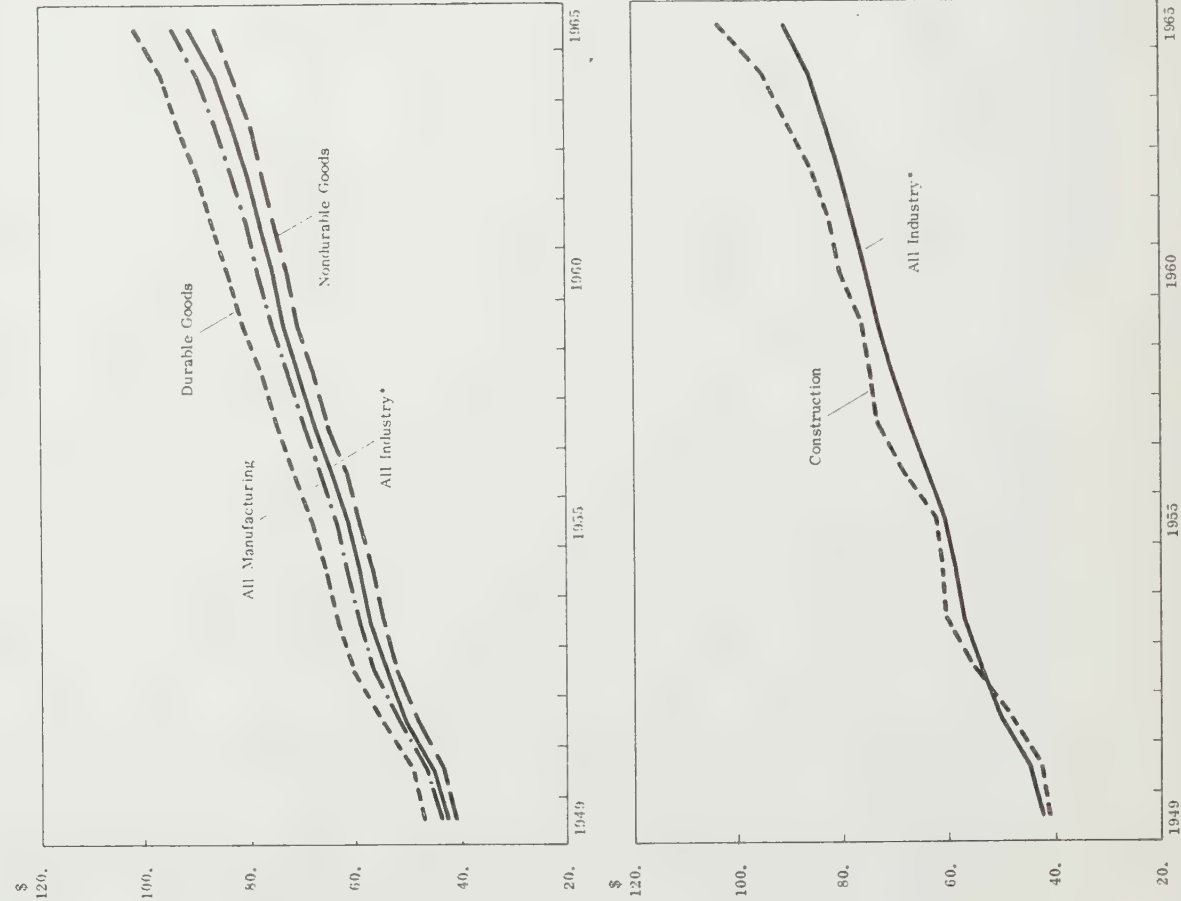
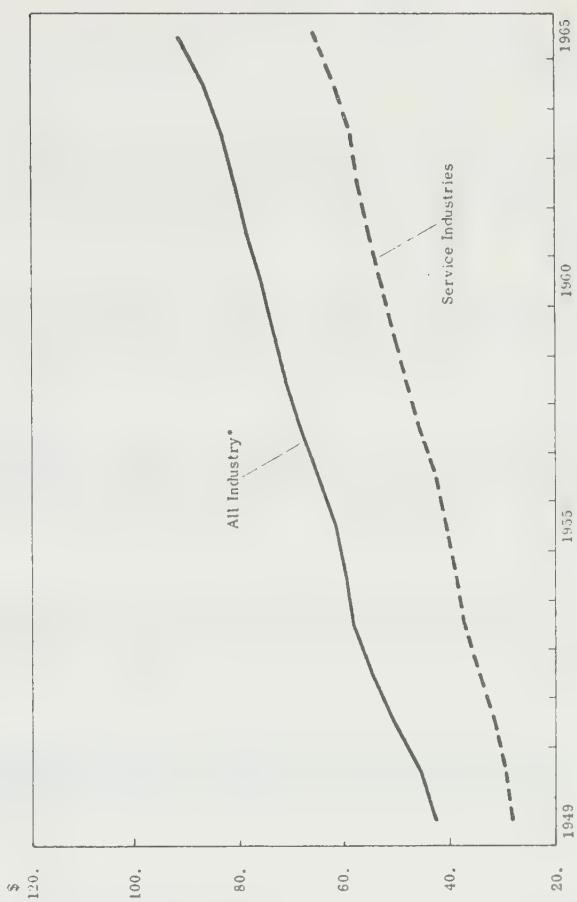
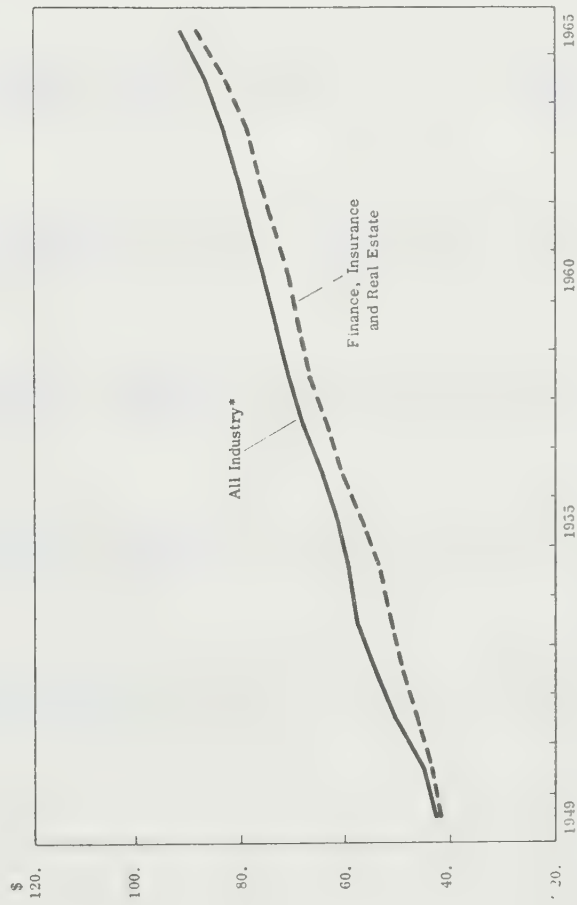
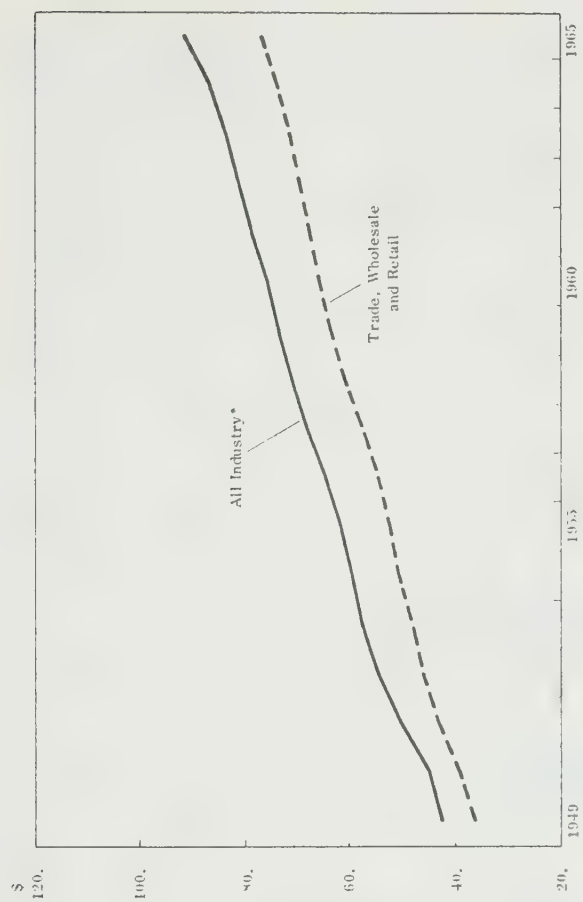
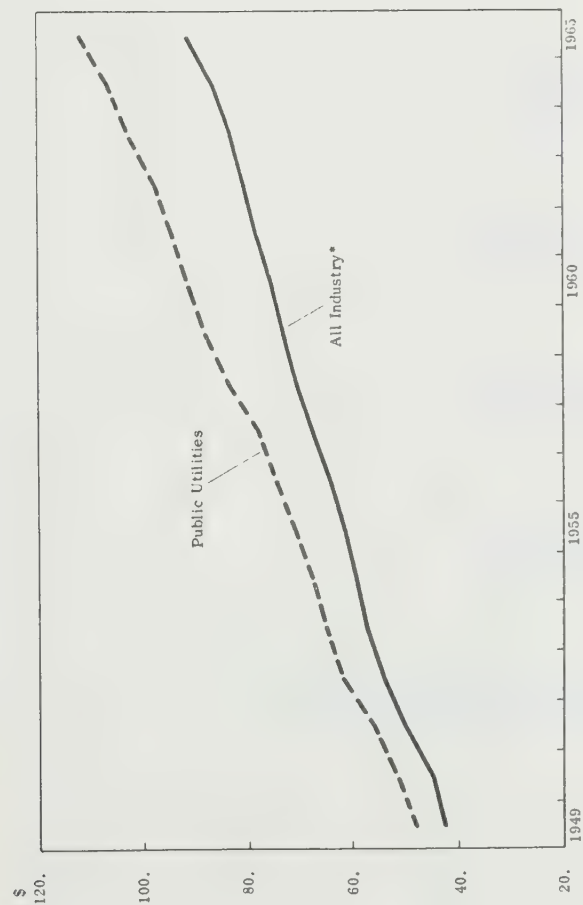


Chart 7A (Concluded)



Note: * "All industry" comprises forestry, mining, manufacturing, construction, transportation and utilities, trade, finance and service.
Source: Table 4B.

INDUSTRY WAGE AND SALARY TRENDS (Concluded)

Wages and salaries increased considerably more than average in forestry, construction, public utilities, and the service industries; all the other industries were within 5 per cent of the all-industry average of 112 per cent. The different rates of growth caused some changes in the rank of industries by wages and salaries paid (the 1965 levels are indicated in Chart 4A.)

Mining retained first rank in 1949 and 1965.

Transportation, storage and communications dropped from second position in 1949 to fourth in 1965.

Public utilities moved up from third to second position.

Manufacturing dropped from fourth to sixth place.

Finance moved down from fifth to seventh.

Construction moved up from sixth to third.

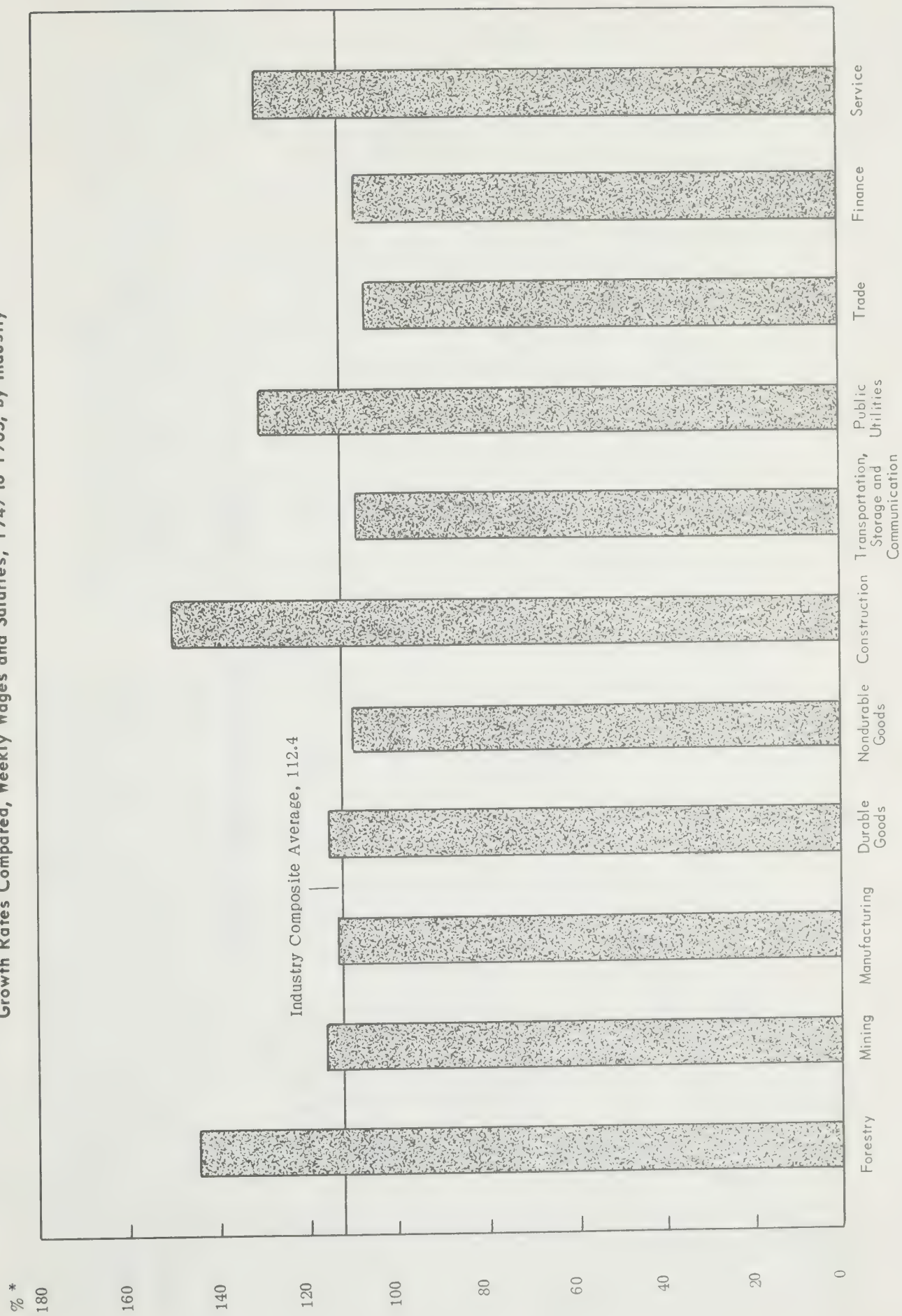
Forestry moved up from seventh to fifth.

Trade and services retained their eighth and ninth ranks respectively.

The gap between the highest and lowest, that is, between mining and the service industries, narrowed slightly, from 84 per cent to 72 per cent.

Chart 7B

Growth Rates Compared, Weekly Wages and Salaries, 1949 to 1965, by Industry



Note: *This represents the percentage increase between 1949 and 1965.
Source: Table 4B.

8

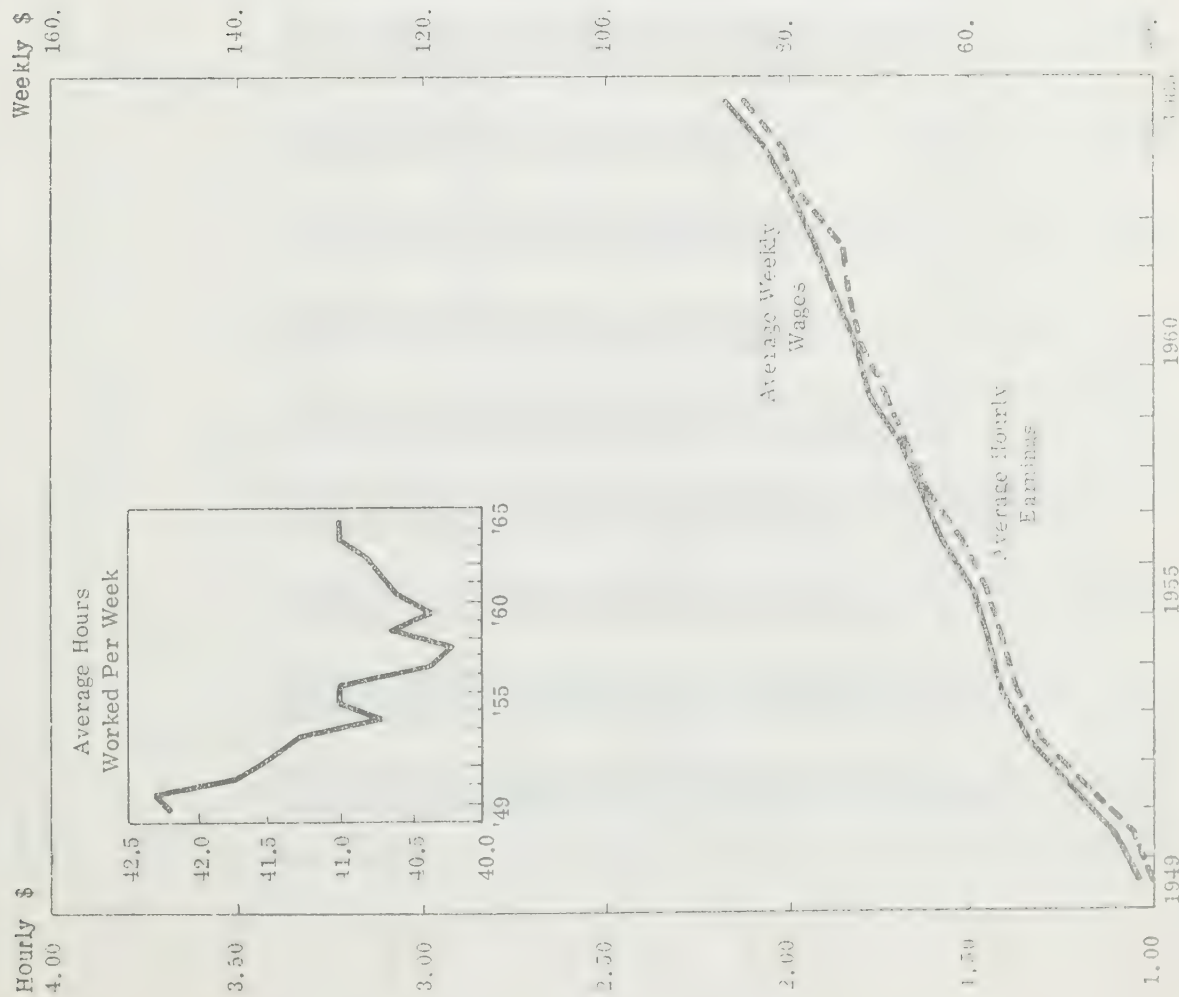
MANUFACTURING WAGE AND SALARY TRENDS, 1949 TO 1965

The reduction by about two hours, or 5 per cent, of weekly hours of work between 1950 and 1958 did not slow down the growth of weekly earnings in manufacturing; hourly earnings increased enough to make up the difference. The slight increase between 1960 and 1962 in weekly hours worked offset the slower rate of increase of hourly earnings, thus maintaining the growth rate of weekly wages.

Rising consumer prices caused "real" weekly wages to increase about half as much as money wages. The acceleration of consumer prices since 1962 offset much of the value of the larger increases in money wages between 1962 and 1965.

Chart 8A

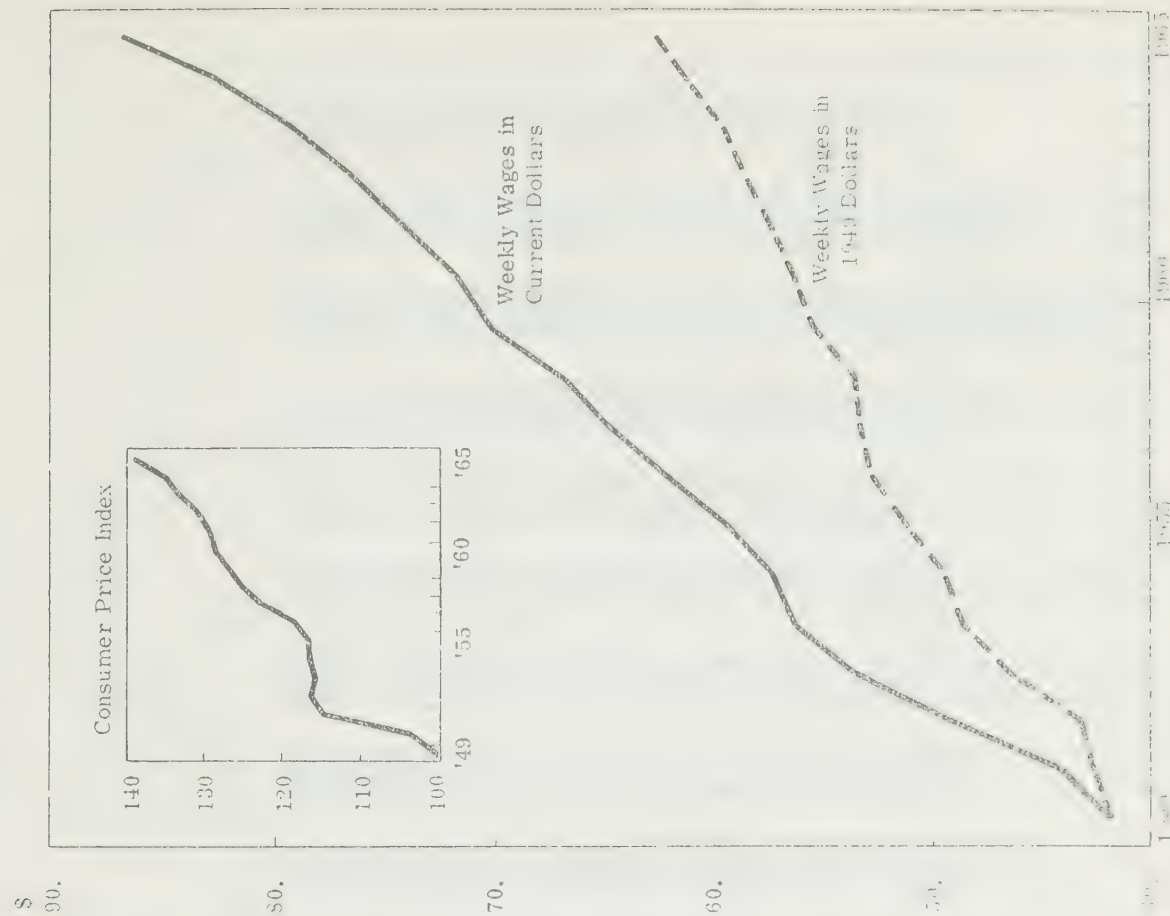
Hourly and Weekly Wages and Hours of Work



Source: Table 8B.

Chart 8B

Money Wages and "Real" Wages

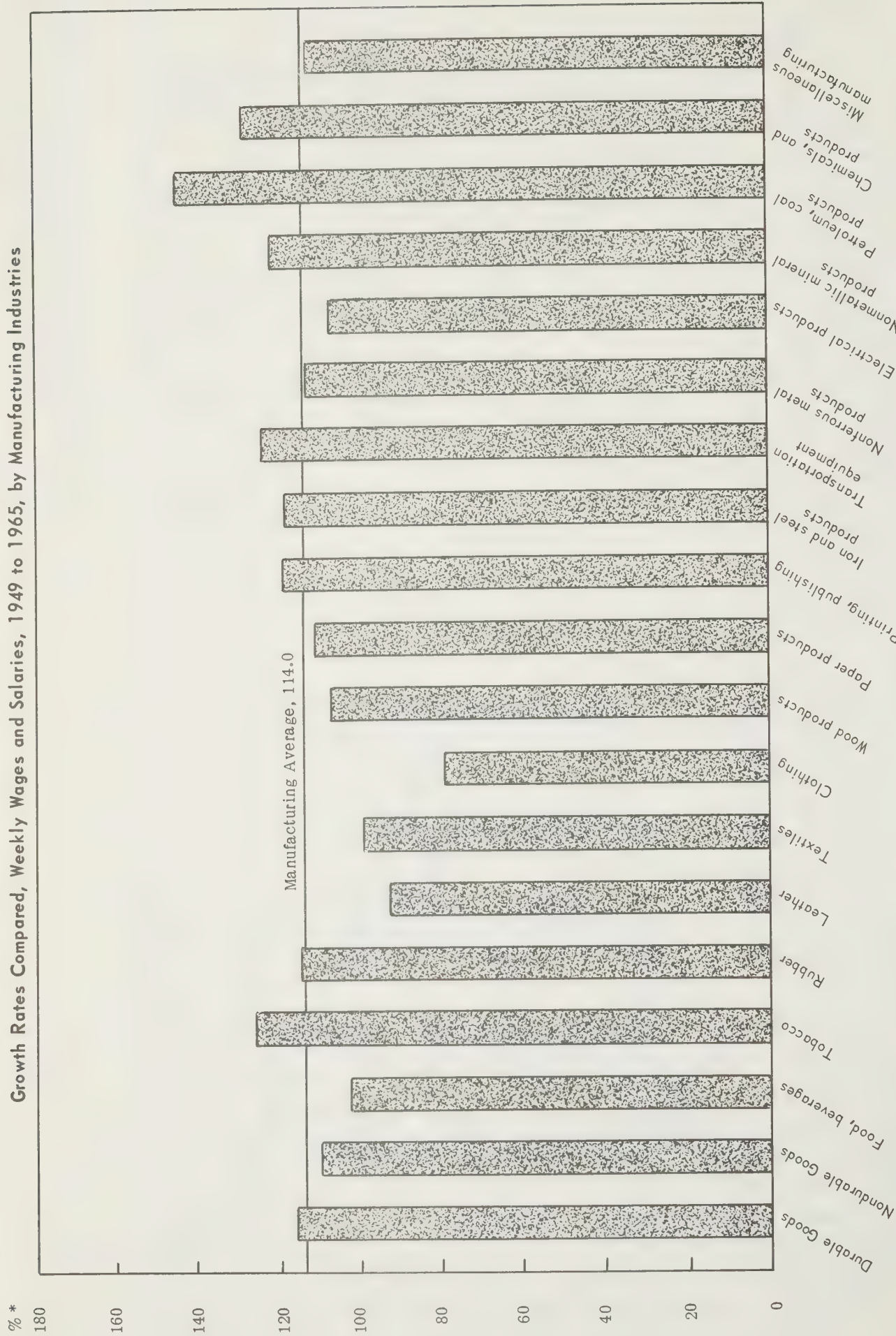


*Current wages are the money wages reported for each year, while the "real" wages are meant to show trend in wages in terms of their purchasing power. This is done by expressing "real" wages in 1949 dollars, obtained by dividing average weekly wages for the year by the Consumer Price Index (1949 = 100) for the year.

Source: Table 8B.

Chart 8C

Growth Rates Compared, Weekly Wages and Salaries, 1949 to 1965, by Manufacturing Industries



Note: *This represents the percentage increase between 1949 and 1965.

Source: Table 8C-2.

In only three industries was there any notable difference between the growth of weekly wages and salaries and of hourly wages. These were tobacco products, and pulp and paper, where hourly wages showed greater growth, and electrical apparatus, where the opposite was the case. (It must be borne in mind that the weekly wages and salaries data

include the weekly wages component, based on hourly wages, so that growth of the latter, while depicted separately, is also included in the former, in weekly terms.)

Of course, all wages and salaries increased over this 17-year period; the all-manufacturing rate of growth (which, coincidentally,

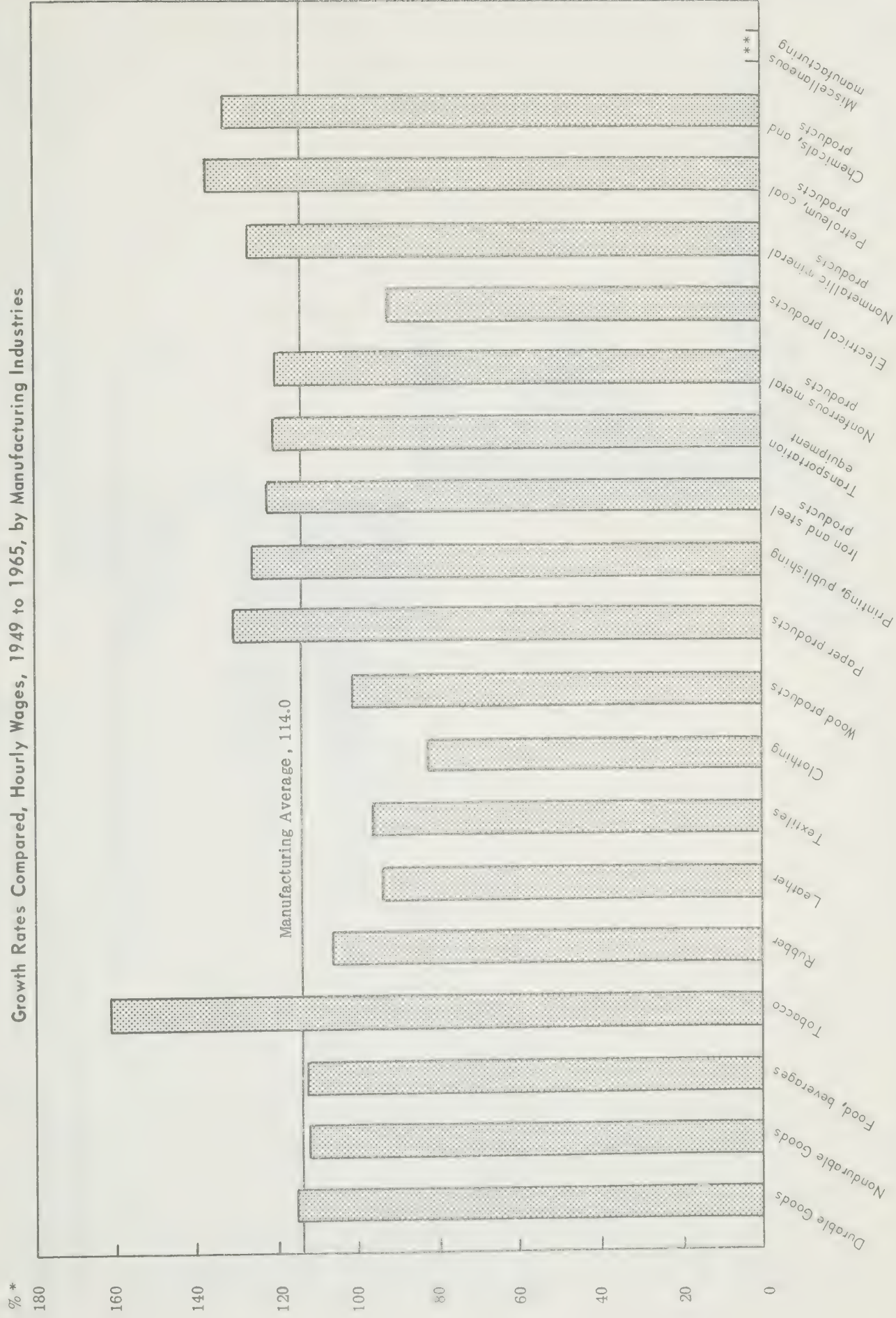
was the same for weekly wages and salaries and for hourly wages) was 114 per cent. However, the increases ranged widely among industries from, in the case of weekly wages and salaries, a low of 80 per cent for clothing to a high of 144 per cent for petroleum and coal products, and, in the case of hourly wages, from a low of 83 per cent

for clothing to a high of 162 per cent for tobacco products.

The tendency was (with some significant exceptions) for earnings to show the least growth in those industries where they ranked lowest in 1949 and to grow most where they ranked highest. The effect of this is illustrated in Charts 8E, 8F and 8G.

Chart 8D

Growth Rates Compared, Hourly Wages, 1949 to 1965, by Manufacturing Industries



Note: *This represents the percentage increase between 1949 and 1965.

** 1949 data not available.

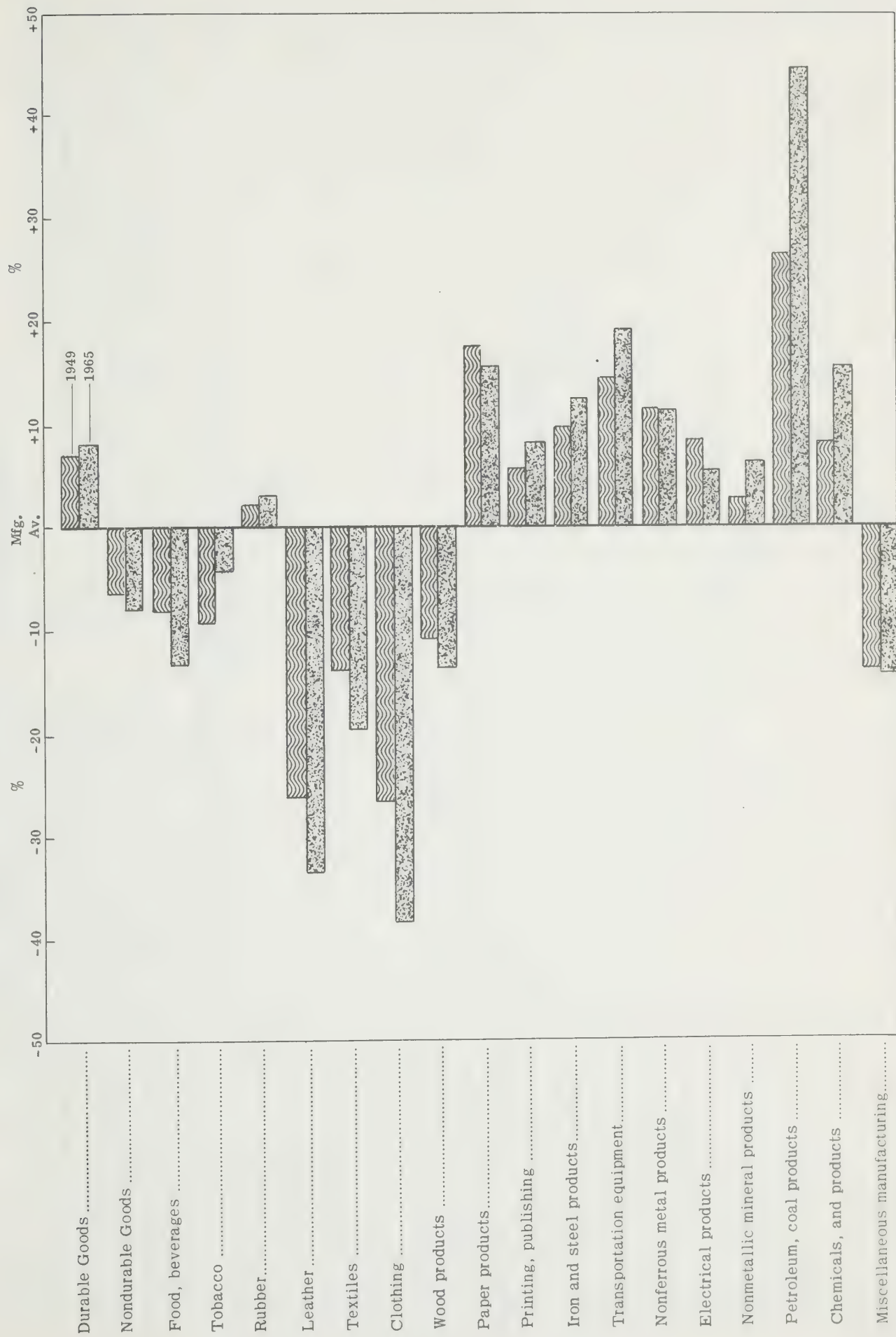
Source: Table 8D.

MANUFACTURING WAGE AND SALARY TRENDS (Continued)

In terms of weekly wages and salaries, every manufacturing industry that was below the all-manufacturing average in 1949 was still below in 1965 and those that were above average stayed that way. Furthermore, in most cases the situation compounded itself. The below-average industries were even more below average by 1965, except for tobacco products,

while miscellaneous manufacturing showed very little change. Six of the ten above-average industries were even more above average by 1965, rubber products and nonferrous metal products remained almost stationary, while pulp and paper slipped slightly, and electrical apparatus and supplies slipped a little more.

Chart 8E
Structure* of Weekly Wages and Salaries, Manufacturing Industries, 1949 and 1965



Note: * The relation of average weekly wages and salaries in individual manufacturing industries to the all-manufacturing average expressed as percentage above or below that average; shown for 1949 and 1965.

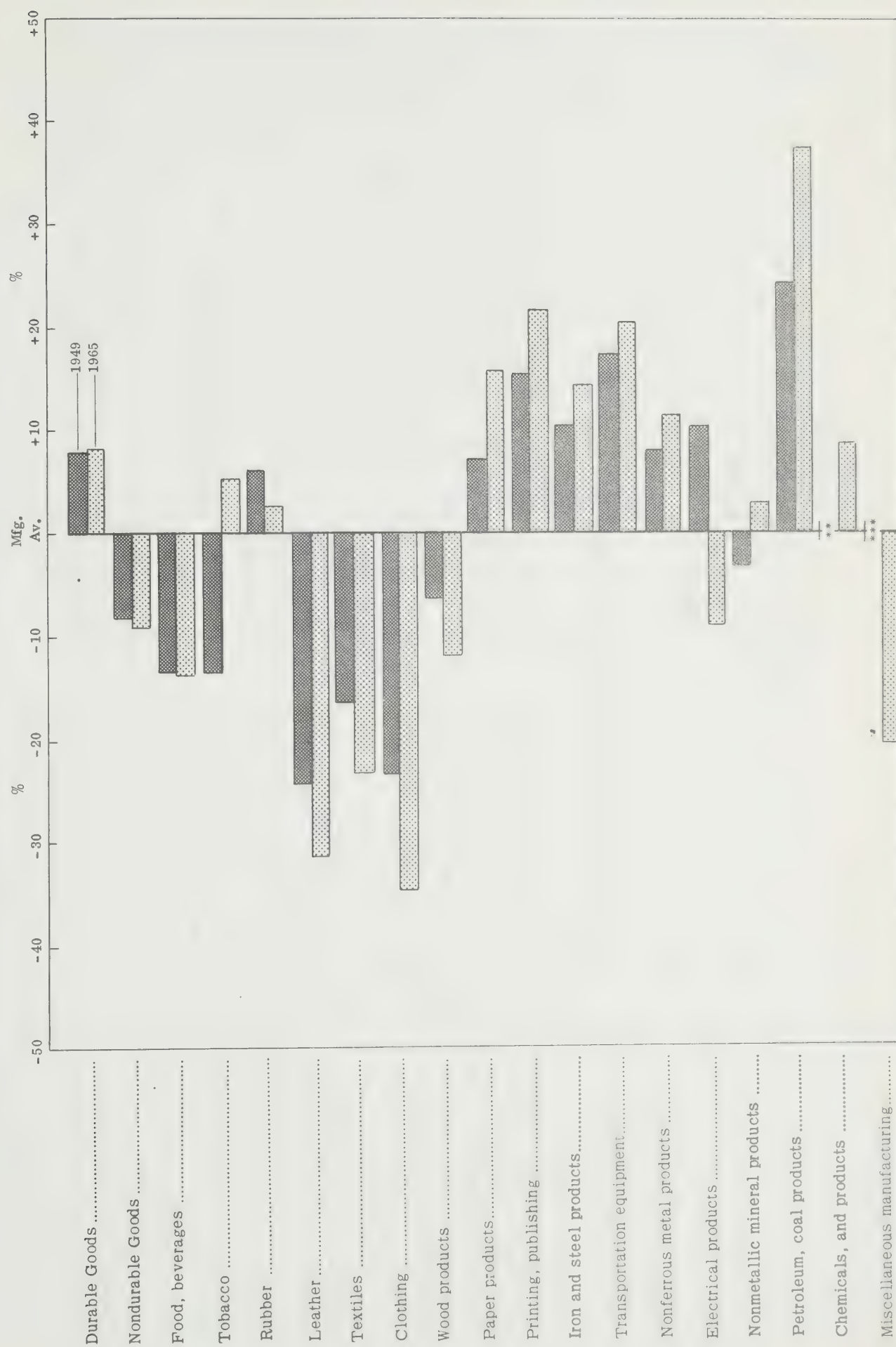
Source: Table 8C-2.

MANUFACTURING WAGE AND SALARY TRENDS (Continued)

Hourly wages were below average in six manufacturing industries in 1949, above average in eight, right on the line in one (chemical products) and the 1949 data were lacking for one (miscellaneous manufacturing). By 1965 two industries (tobacco products, and nonmetallic mineral products) had moved from a below-average to an above-average position, one (chemical products) moved from average to above average, and one

(electrical apparatus) from above average to slightly below. However, four of the below-average industries were even more below average by 1965, and one (food and beverages) hardly changed; six of the above-average industries showed a further advantage by 1965, with only one (rubber products) losing some of its advantage.

Chart 8F
Structure* of Hourly Wages, Manufacturing Industries, 1949 and 1965



Note: * The relation of average hourly earnings, in individual manufacturing industries, to the all-manufacturing average, expressed as percentage above or below that average; shown for 1949 and 1965.

** Chemical earnings in 1949 were the same as manufacturing.

*** 1949 data not available for this industry.

Source: Table 8D.

MANUFACTURING WAGE AND SALARY TRENDS (Continued)

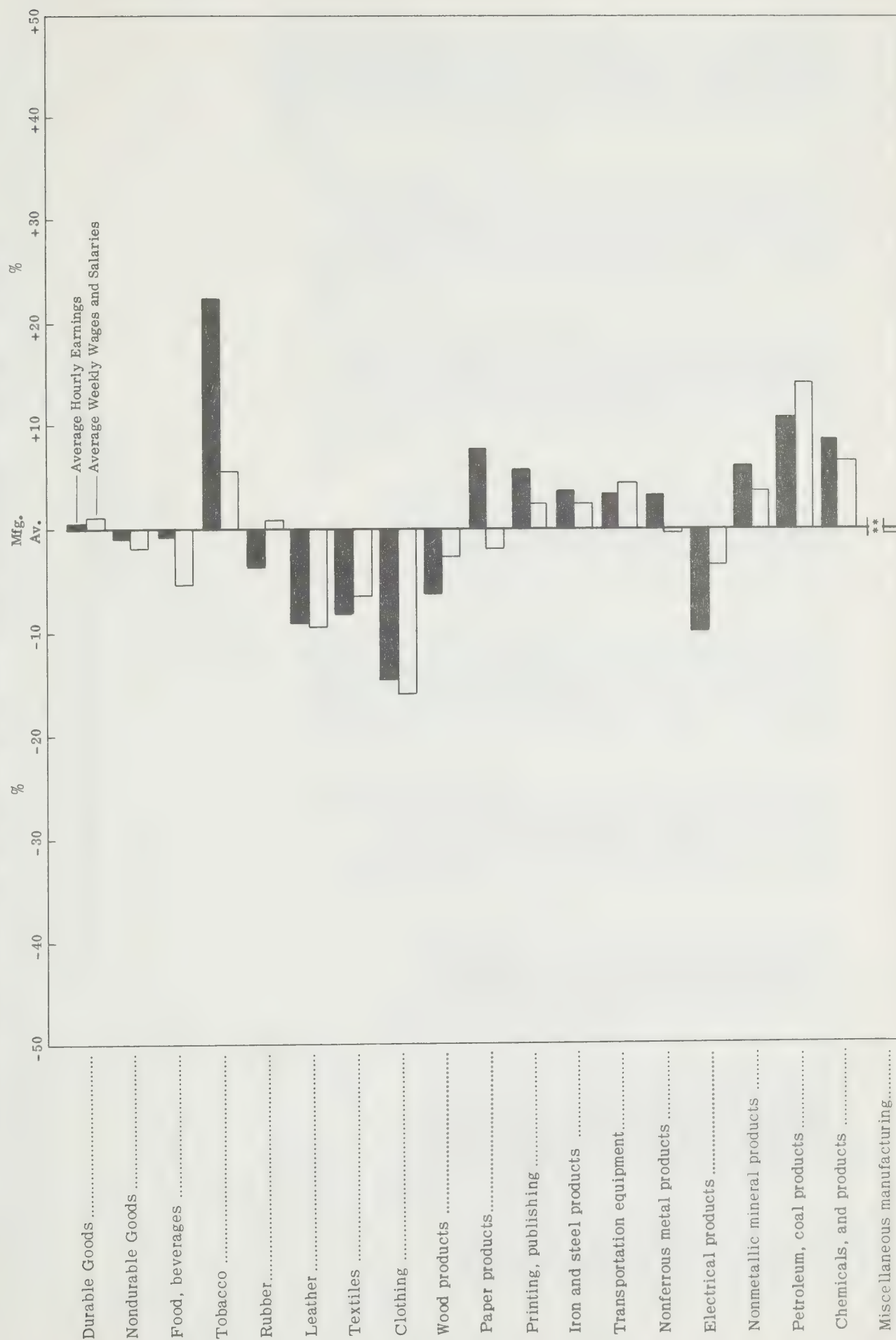
The cause of improvement or deterioration, between 1949 and 1965, of an industry's position with respect to weekly wages and salaries or hourly wages (see Charts 8E and 8F) was whether its employee earnings increased more or less rapidly than the average rate of growth.

With respect to wages and salaries, the industries with greater-than-average growth (to the right of the vertical line representing the all-manufacturing average) increased their margin of advantage (printing, iron and steel, transportation equipment, nonmetallic mineral products, petroleum and coal products, and chemicals) or, in the case of tobacco products, reduced the margin of disadvantage. (These changes and those now to be described are depicted on Chart 8E.) The industries with a below-average rate of growth exhibited a further deterioration of their relative position (food and beverages, leather, textiles, clothing, wood products) or some reduction in their margin of advantage (pulp and paper, electrical apparatus). In three industries (rubber, nonferrous metal products, miscellaneous manufacturing) the difference from the average was so slight as to constitute no change in position.

For hourly wages of the industries with a greater-than-average rate of growth, two (tobacco and nonmetallic mineral products) reversed their position from below to above average, one (chemicals) moved from equivalence with the all-manufacturing average to an above-average position, and the others (pulp and paper, printing, iron and steel, transportation equipment, nonferrous metal products) improved their above-average margin. (These changes and the following ones are depicted on Chart 8F.) Where the rate of increase was less than average, one industry (rubber) shifted from being above average in 1949 to below average in 1965, four industries showed a further deterioration in their relative position (leather, textiles, clothing, wood products), and one industry (electrical products) dropped from an above-average position to virtual equality with the average. Food and beverages hourly wages moved at about the average rate with no appreciable change occurring in their relative position. (Data for miscellaneous manufacturing were not available for 1949.)

Chart 8G

Relative Growth*, Hourly Wages, Weekly Wages and Salaries, Manufacturing Industries, 1949 to 1965



Note: * For each industry this represents a comparison of the rate of growth in that industry with the rate for all manufacturing, illustrated by the extent to which, in percentage terms, the industry rate was greater or less.

** 1949 data on average hourly earnings not available for this industry.

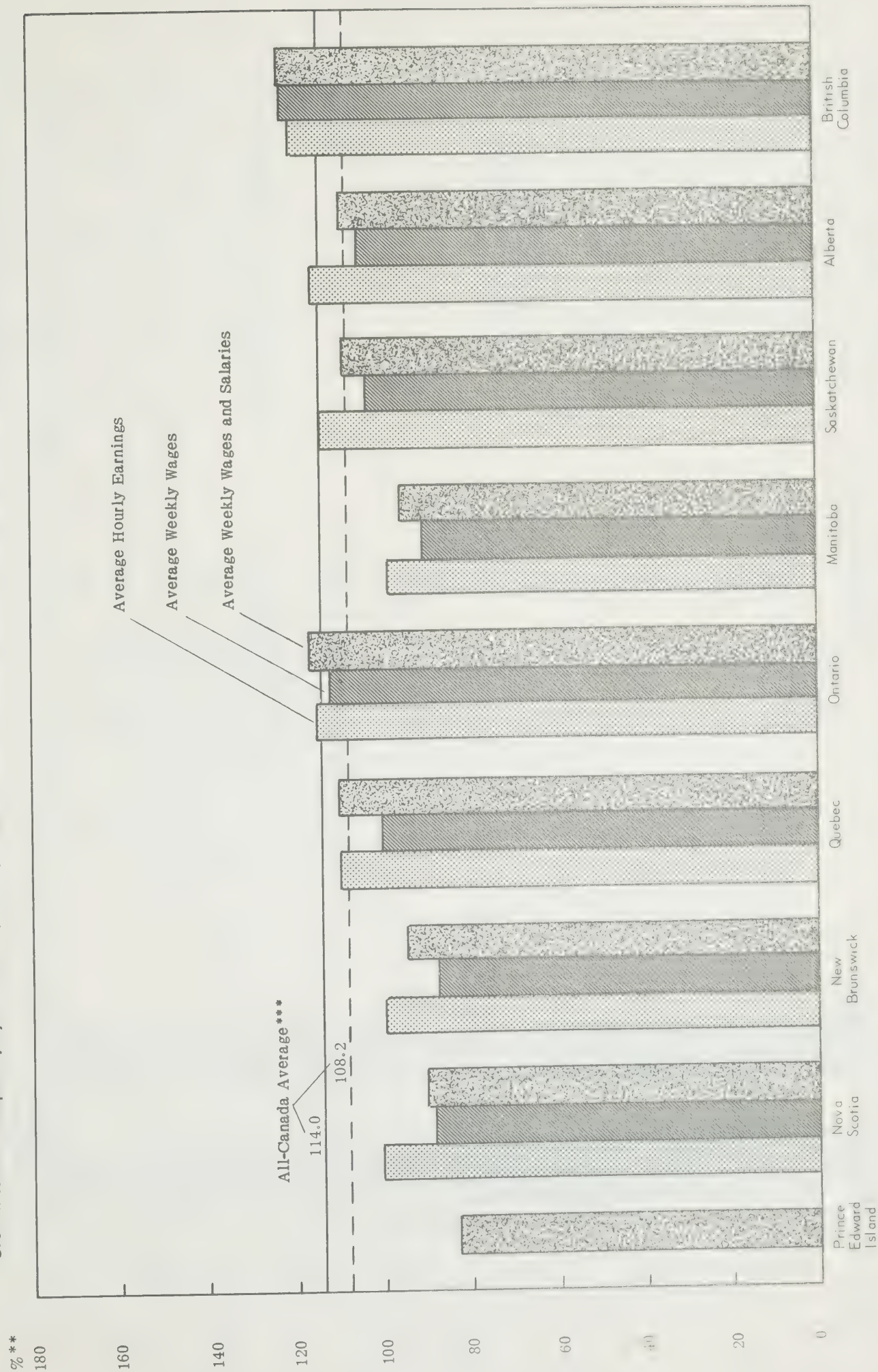
Source: Tables 8C-2, 8D.

MANUFACTURING WAGE AND SALARY TRENDS (Concluded)

A comparison with Chart 5C shows that the provinces with above-average employee earnings in 1965 were those where these earnings increased by more than the national rate. The opposite was true for the below-average provinces. This is consistent with the analysis of industry variation covered in Chart 8G.

Chart 8H

Growth Rates Compared, by Province*, Hourly Wages, Weekly Wages and Salaries, All Manufacturing, 1949 to 1965



Note: *Data not available for Newfoundland, and not available on average hourly earnings or average weekly wages for Prince Edward Island.

**This represents the percentage increase between 1949 and 1965.

***For all-Canada average, hourly earnings and average weekly wages and salaries both increased at the same rate of 114.0 per cent, while average weekly wages increased at the rate of 108.2 per cent.

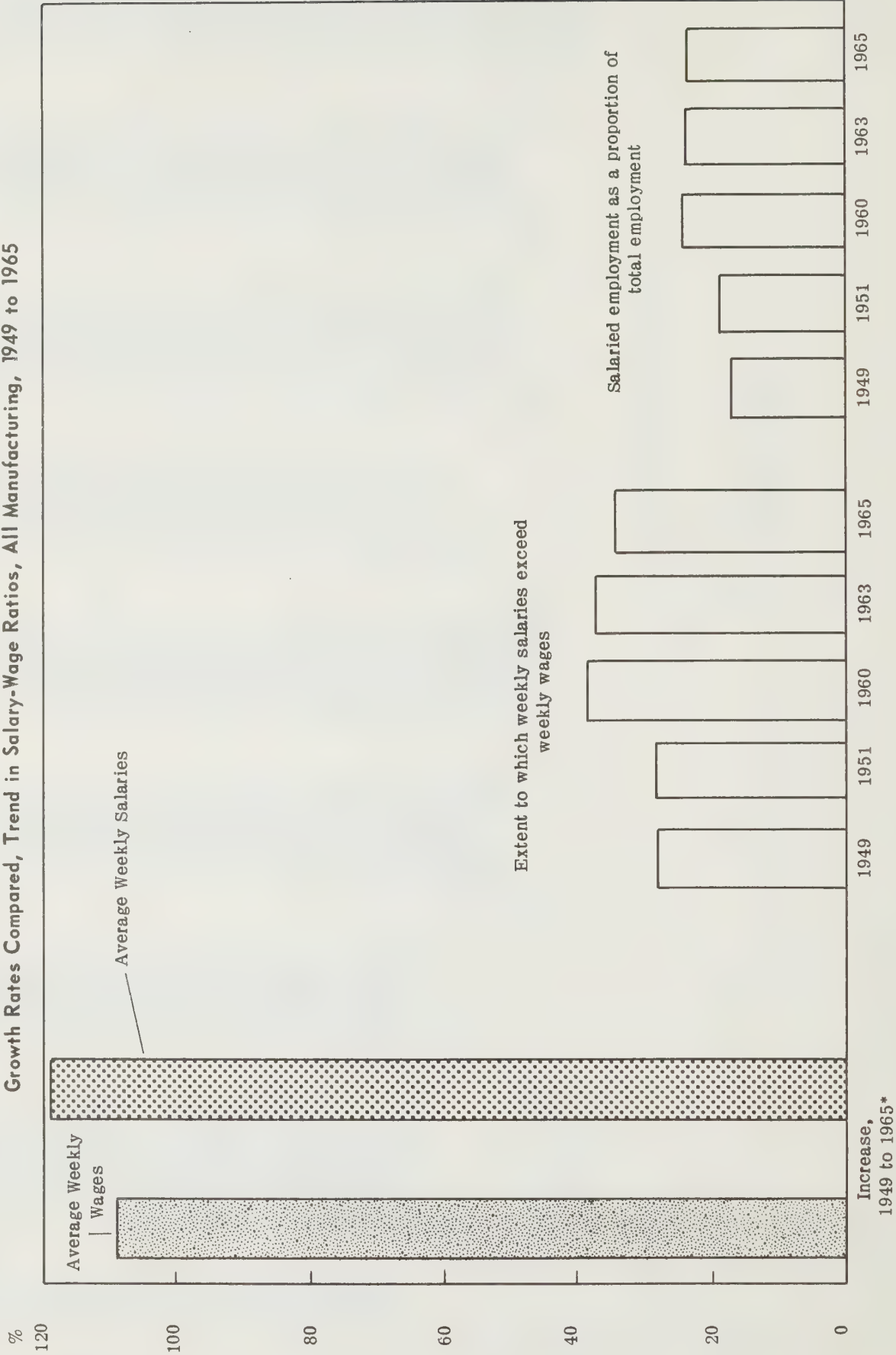
Source: Table 8H.

Weekly salaries in manufacturing increased a little more than weekly wages. (The distinction between a wage and salary is made in the comment related to Chart 4B.) This meant an increase in the extent to which salaries exceeded wages.

The increase took place between 1951 and 1960. Over the same period there has been an increase in the proportion of manufacturing employment accounted for by salaried personnel; by 1965 it had reached 24 per cent.

Chart 9A

Growth Rates Compared, Trend in Salary-Wage Ratios, All Manufacturing, 1949 to 1965



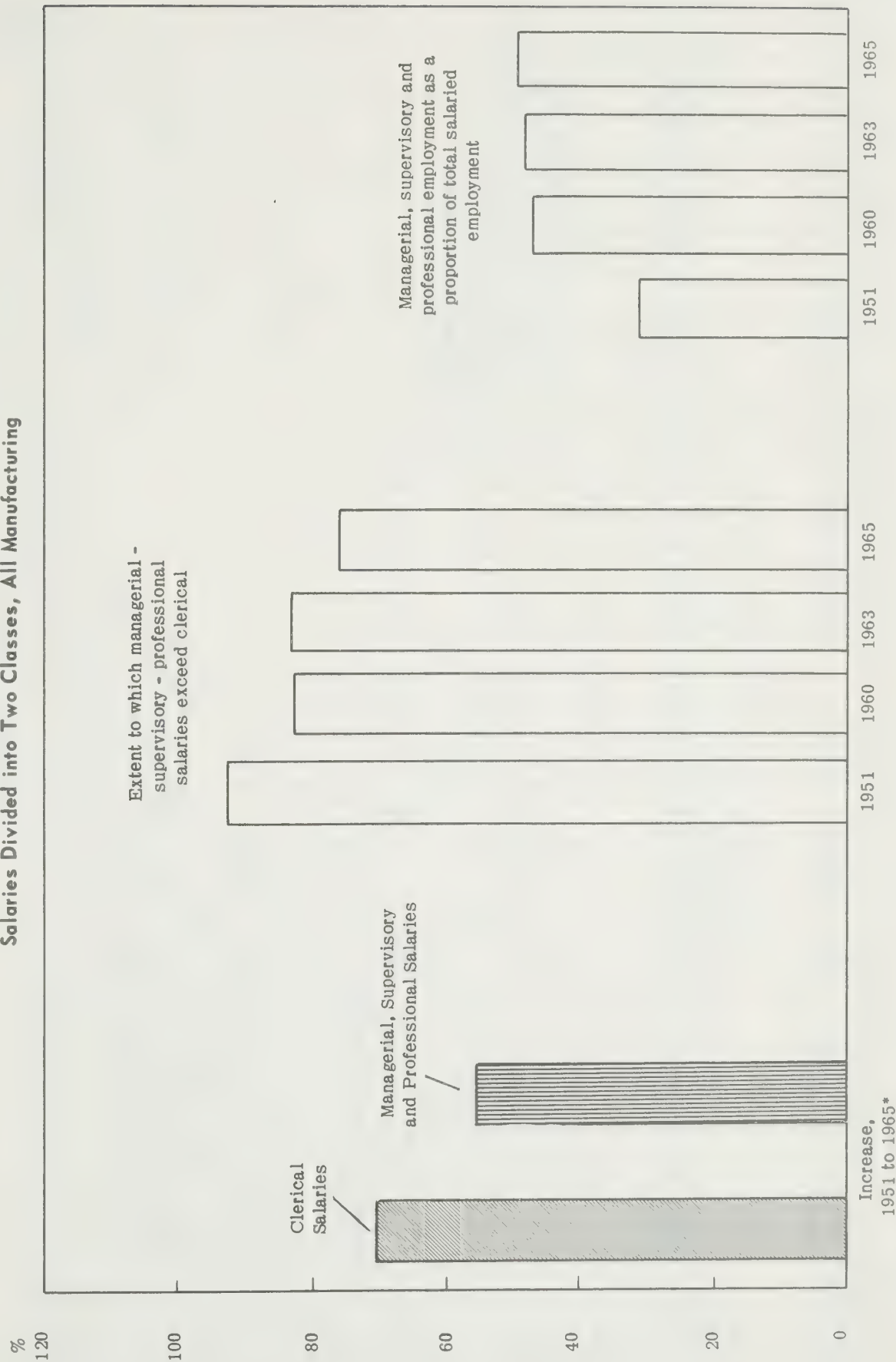
Note: *This represents the percentage increase between 1949 and 1965.
Source: Table 9A.

General office salaries increased more than the average for managerial, supervisory and professional employees. The result was a reduction in the ratio of the salaries of the former to the latter. However, managerial-supervisory-professional salaries still averaged 76 per cent more than those of the general office and

clerical group in 1965. While the higher-paid salaried group constituted less than one third of all salaried employees in 1951 (data were not available for 1949, the year used in most of the comparisons in these charts), they shared total employment almost equally with the general office group by 1965.

Chart 9B

Salaries Divided into Two Classes, All Manufacturing



Note: *This represents the percentage increase between 1951 and 1965.
Source: Table 9B.

Over almost three decades the premium on skills has declined for most jobs. For most of the job rates examined here, the differential widened between 1923-29 and 1930-33. The gap narrowed dramatically during the war years, almost without exception (furniture upholsterers and municipal electricians were exceptions). During

the first postwar decade most differentials either held steady or showed further narrowing. Since then the premium on the skilled job has declined noticeably in only half of the cases. (What is said here applies to the sample of jobs examined, but the evidence in Charts 10B, 10C and 10E exhibits a similar trend.)

Chart 10A
Differentials for Selected Jobs, 1923 to 1933, 1943 to 1965

The differential in each case is expressed as the percentage by which the rate for the job shown exceeds the labour rate (in printing and publishing the rate is for bindery girls) in the same industry and in the same location, where one is given. In all cases the comparison is between hourly rates of pay.

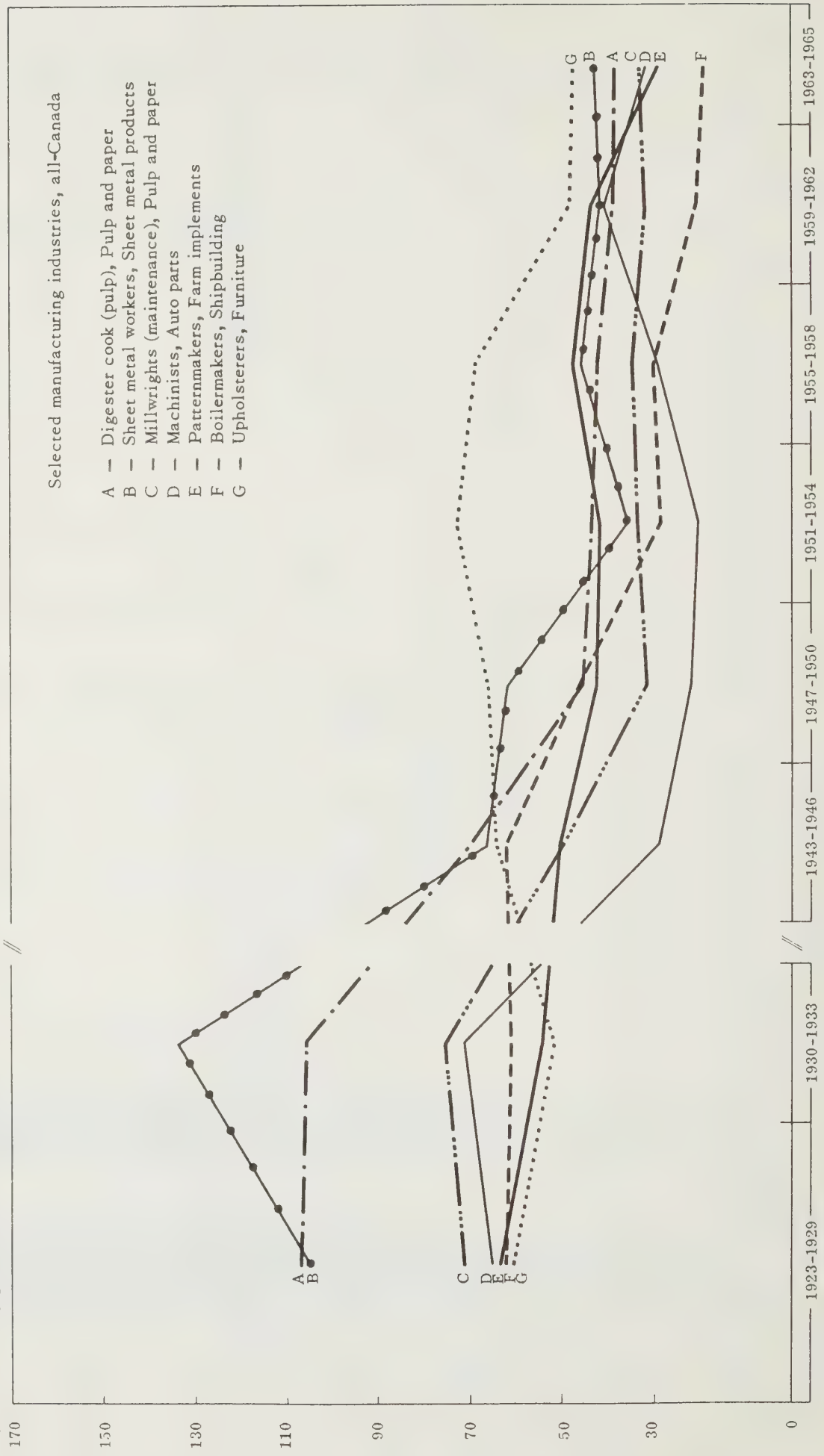
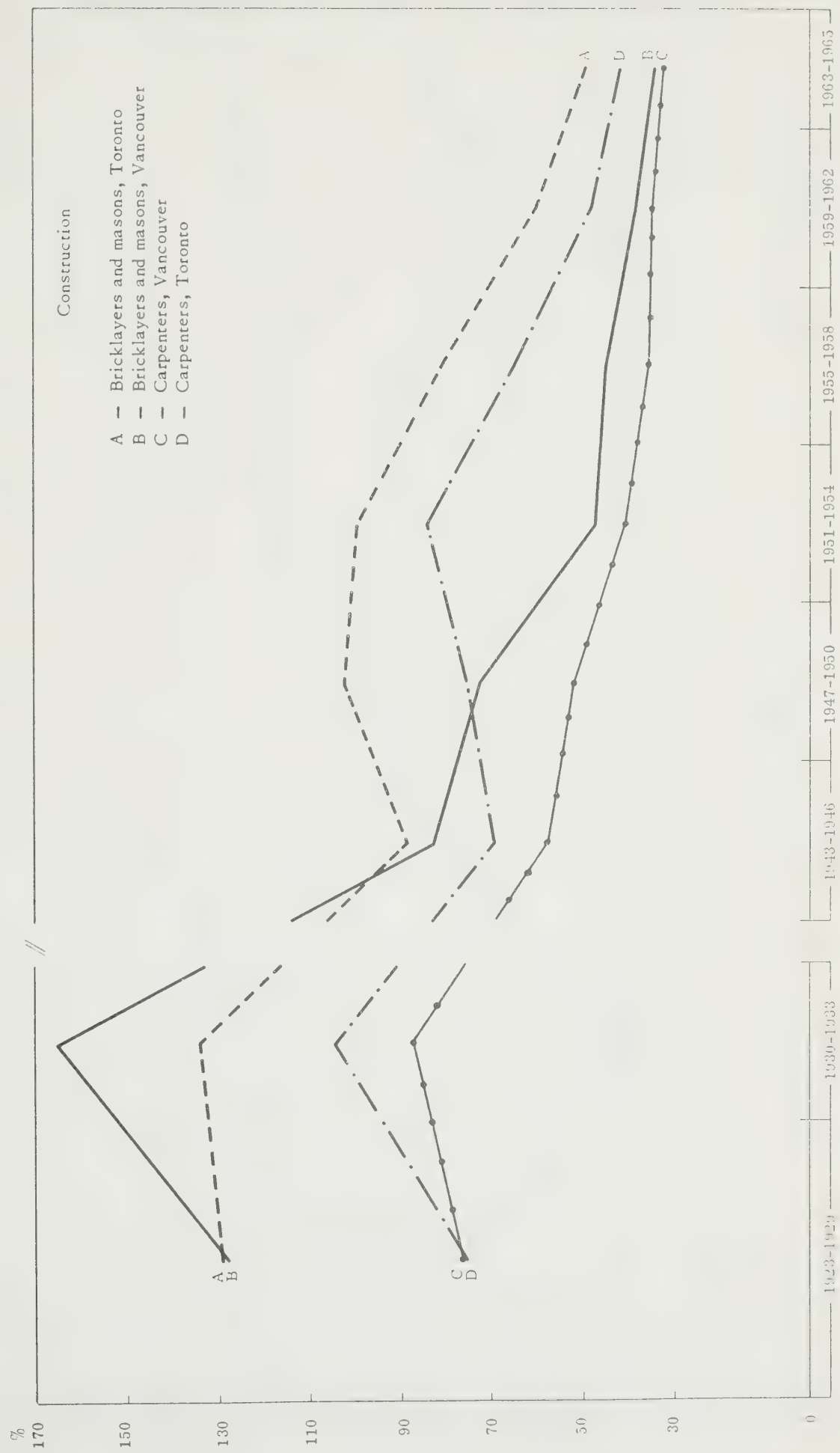


Chart 10A (Continued)



SKILL DIFFERENTIALS (Continued)

Chart 10A (Continued)

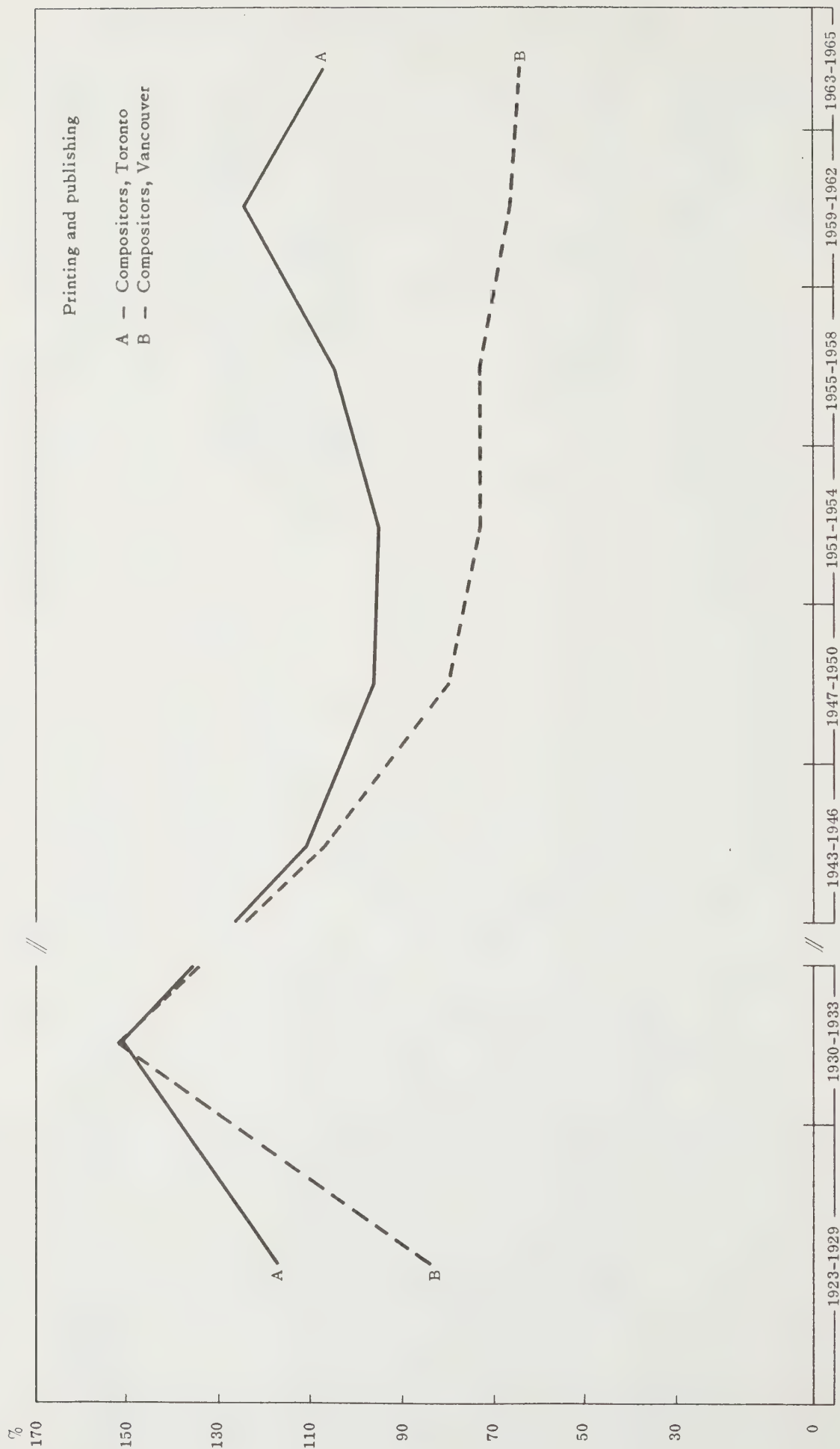


Chart 10A (Concluded)



Source: Table 10A, based on a table in H.D. Woods and Sylvia Ostry: *Labour Policy and Labour Economics in Canada, 1962*.

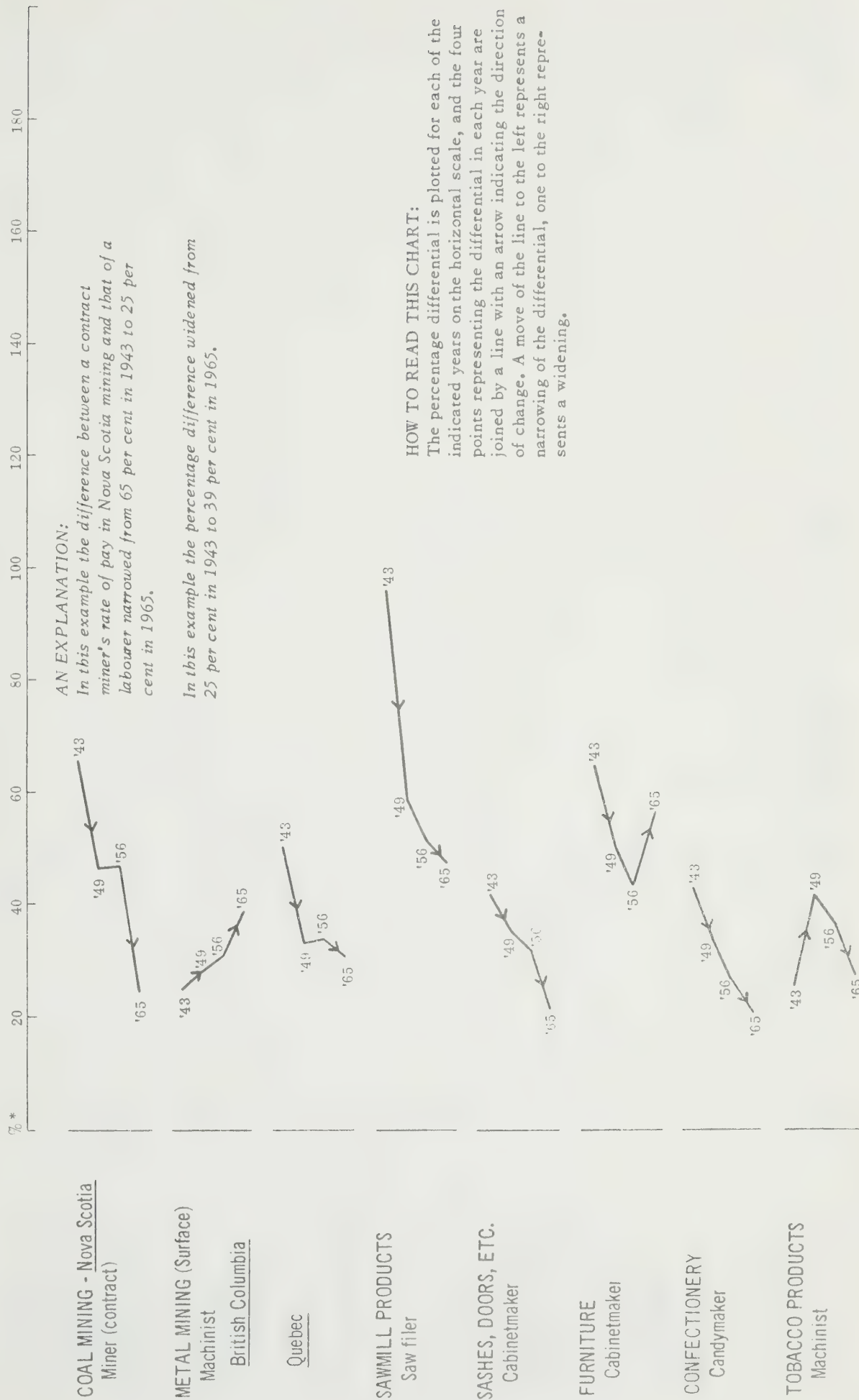
SKILL DIFFERENTIALS (Continued)

In recent years, according to this sample of jobs, there has been considerably less narrowing of skill differentials than had been occurring earlier. (Of course, differentials cannot keep on narrowing;

eventually they would disappear.) In a very few cases the trend has been reversed.

Chart 10B

Further Differentials*, 1943 to 1965



Note: * The differential in each case is expressed as the percentage by which the rate for the job shown exceeds the labour rate in the same industry, for all-Canada or for a particular location when one is given. In a few instances an unskilled rate other than but similar to a labour rate had to be used (see source table). In all cases the comparison is between hourly rates of pay.

SKILL DIFFERENTIALS (Continued)

Chart 10B (Continued)

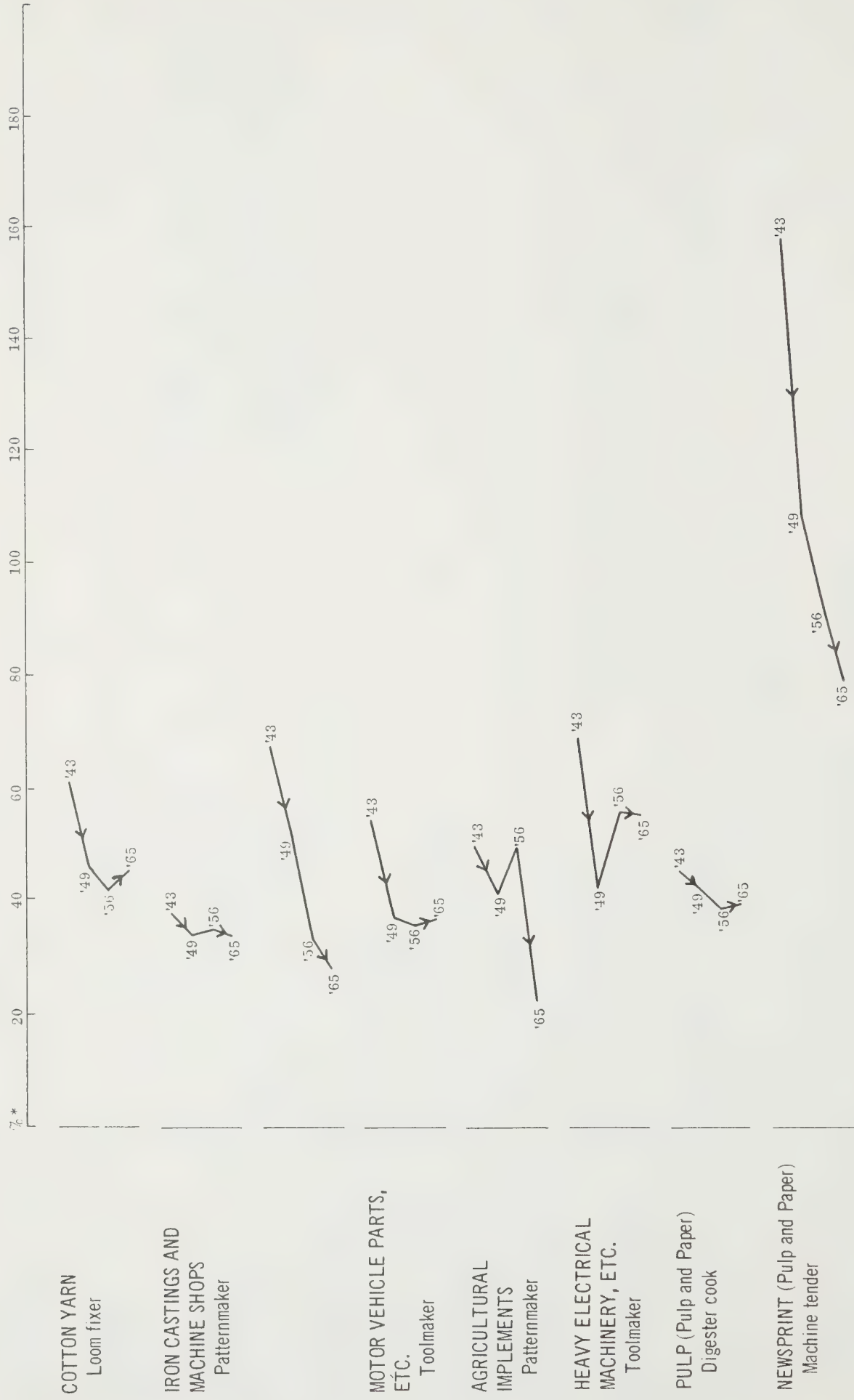
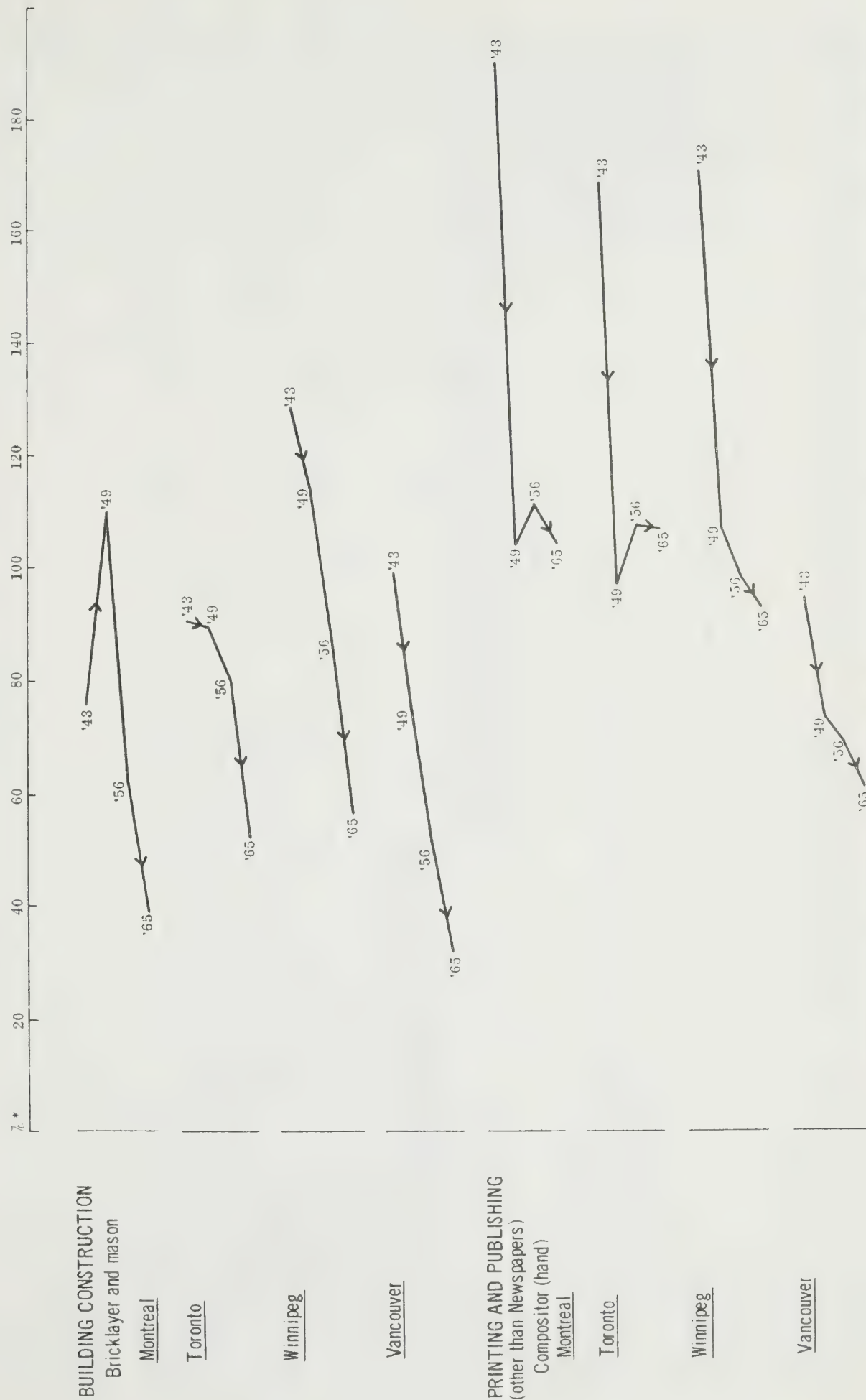


Chart 10B (Concluded)



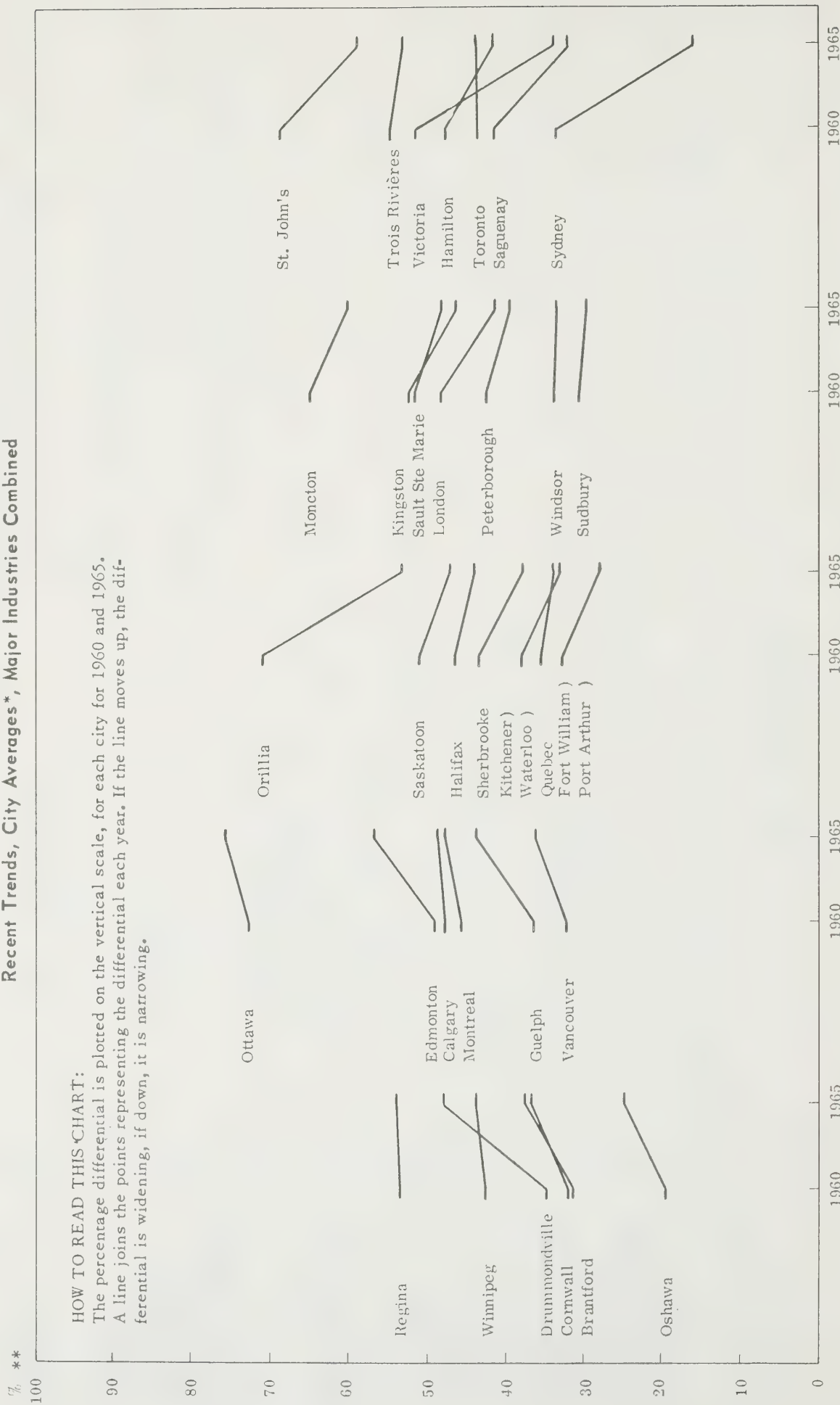
Source: Table 10B, based on a table in an article by Sylvia Ostry in the *Industrial and Labor Relations Review*, April 1959.

The steady narrowing of skill differentials over the years, depicted in Charts 10A and 10B, shows signs of ending, at least for a while. Differentials, to the extent that the relation between wages of maintenance electricians and general labourers is typical, widened between 1960 and 1965 in many cities, even more for manufacturing alone (Chart 10E) than for major industries combined (Chart 10C).

However, the gap continued to narrow in many cities, in some cases, substantially. The net effect for all cities combined was a further slight narrowing of the differentials, on a major-industry basis (Chart 10D), and virtually no change in manufacturing industries only.

Chart 10C

Recent Trends, City Averages*, Major Industries Combined



Note: *The cities are grouped as they are for clarity of presentation (that is, to avoid undue clustering at one point) and for no other reason.

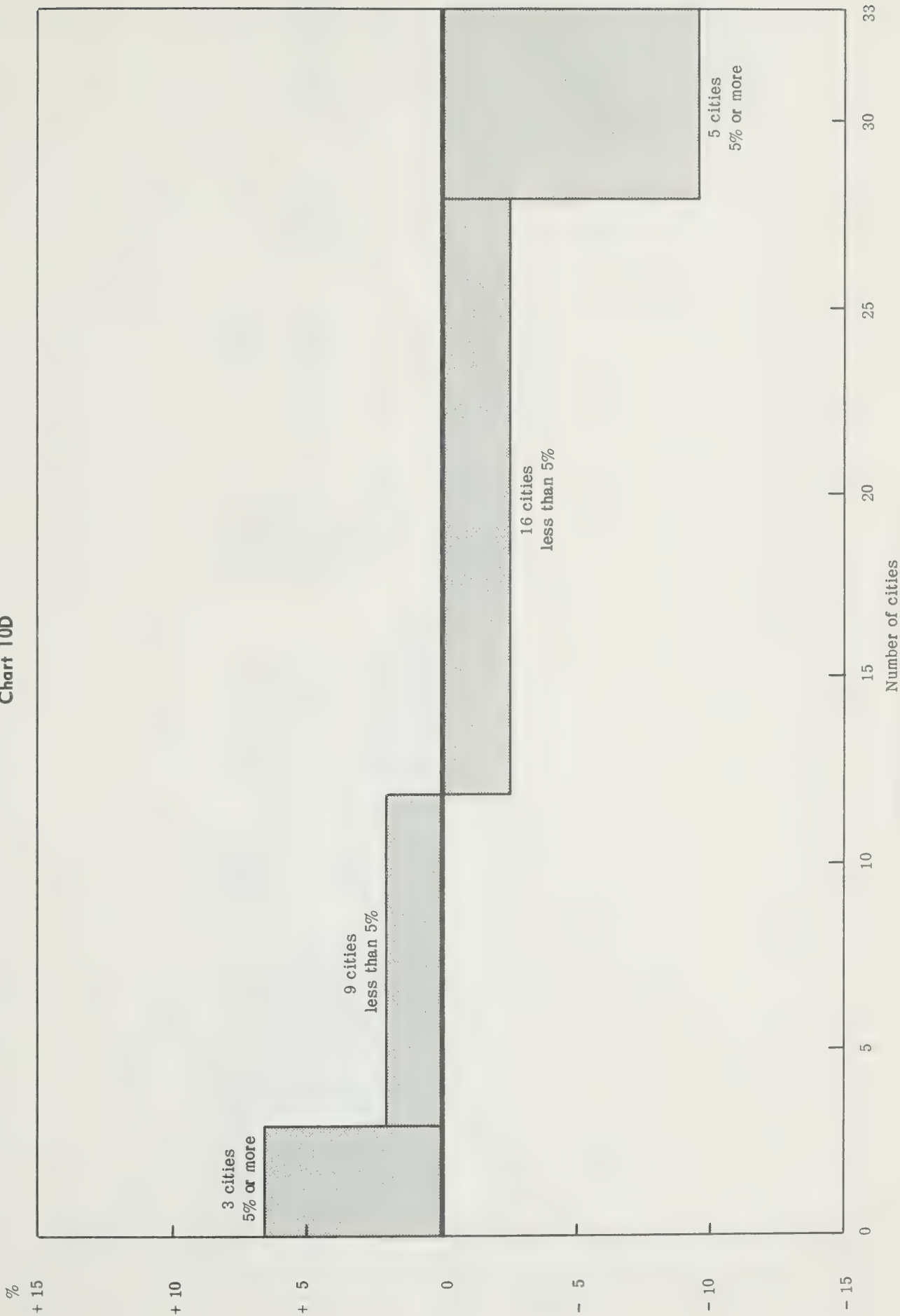
**The percentage shown in each case represents the extent to which the hourly wage rate for electrician, maintenance exceeds that for general labourer.

Source: Table 10C.

To sum up from Chart 10C, between 1960 and 1965, the gap between electricians' and labourers' rates (industry composite averages for 33 cities) widened in some cities and narrowed in others (as illustrated,

the cities being grouped separately for a change of 5 per cent or more and for less than 5 per cent). The net effect for all these cities was a further narrowing of 1.5 per cent.

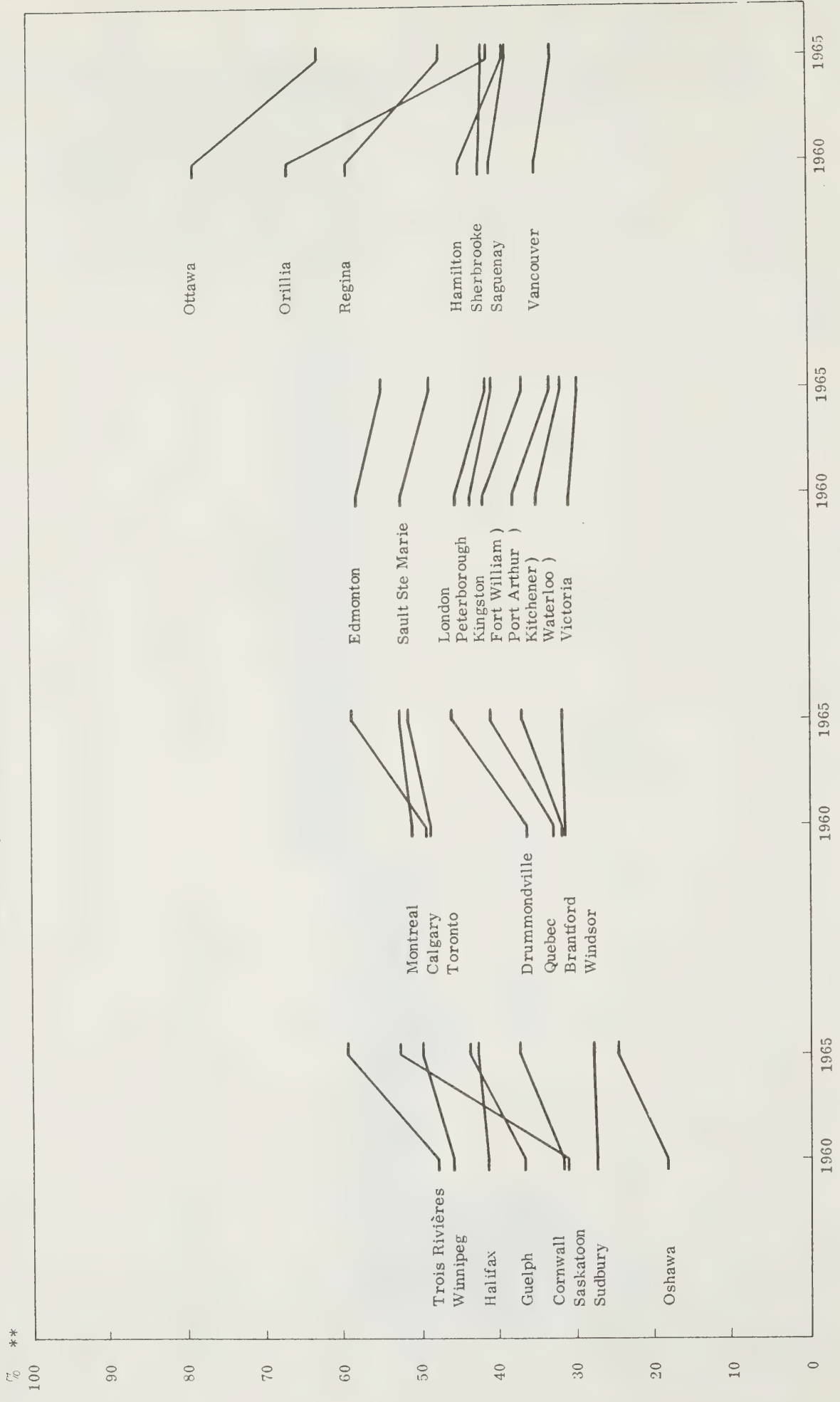
Chart 10D



SKILL DIFFERENTIALS (Continued)

Chart 10E

Recent Trends, City Averages*, Manufacturing Industries Combined



Note: *The cities are grouped as they are for clarity of presentation (that is, to avoid undue clustering at one point) and for no other reason.

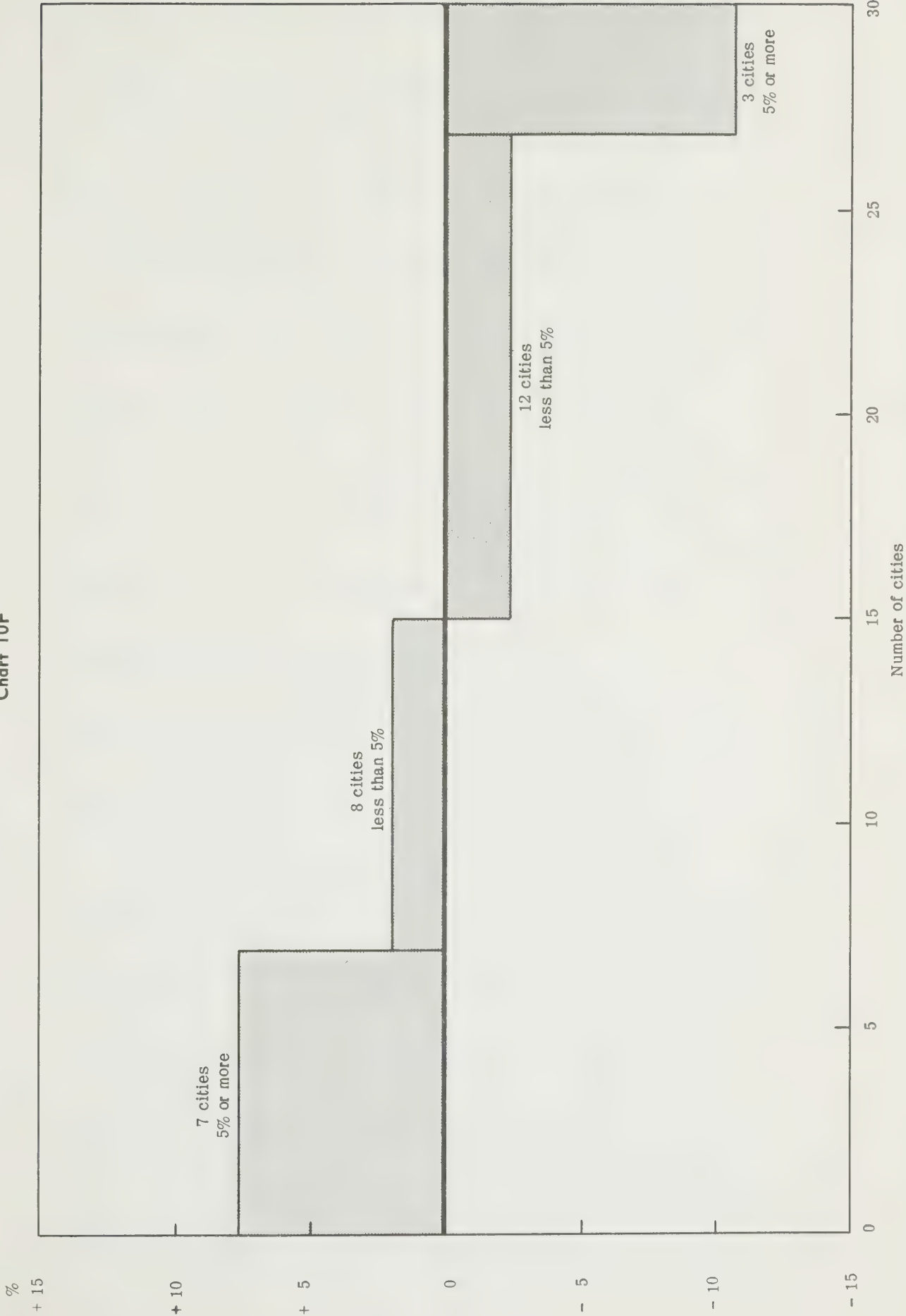
**The percentage shown in each case represents the extent to which the hourly wage rate for electrician, maintenance exceeds that for general labourer.

Source: Table 10C.

While the gap, on the average, narrowed slightly for the industry composite in 33 cities (see Chart 10D), it remained in effect constant in

manufacturing (based on 30 cities; see Chart 10E) showing a slight widening of an average 0.4 per cent.

Chart 10F



11

PROFESSIONAL AND EXECUTIVE SALARIES

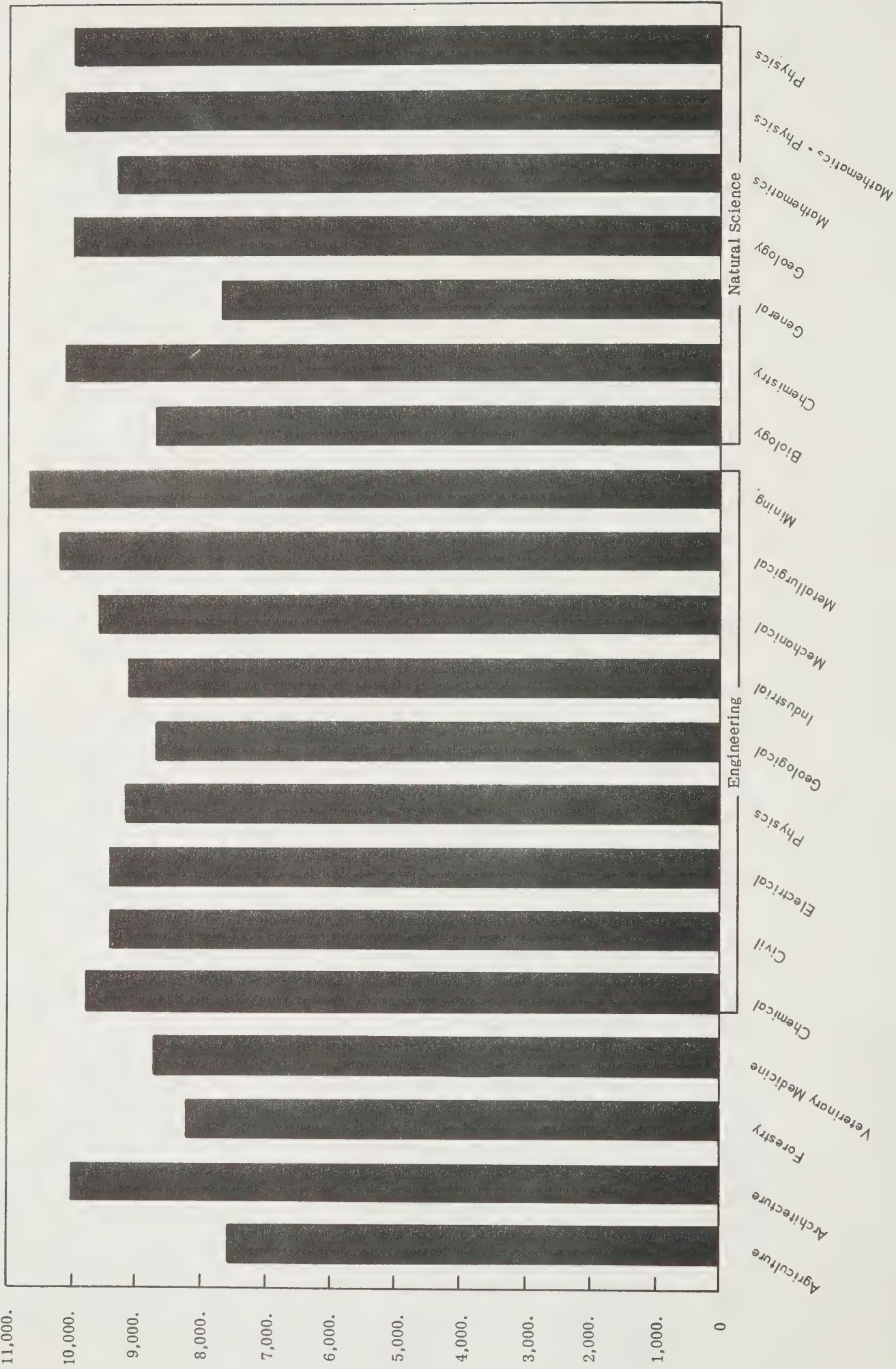
The next four charts show the level of earnings and, except for the first chart, recent changes in the levels, for certain scientific, engineering and executive positions. Chart 11A needs no comment; it speaks for itself. The rate of increase of engineering salaries between 1958 and 1965 (Chart 11B) was greatest for the middle levels of responsibility, 29.0 per cent for level "C" and 26.9 per cent for level "D" and less for the highest and lowest levels, being 22.0 per cent and 23.1 per cent respectively. In both 1958 and 1965 the top level salary

was 2.4 times that for the lowest level.

The rank and relative position of certain executive salaries (Chart 11C) changed between 1961 and 1965 (downward change in rank indicated by a broken line). Two of the higher-paid positions (marketing manager, plant manager) moved closer relatively to the top salary but the relative position of many other jobs moved downward and in some cases so did their rank.

Chart 11A

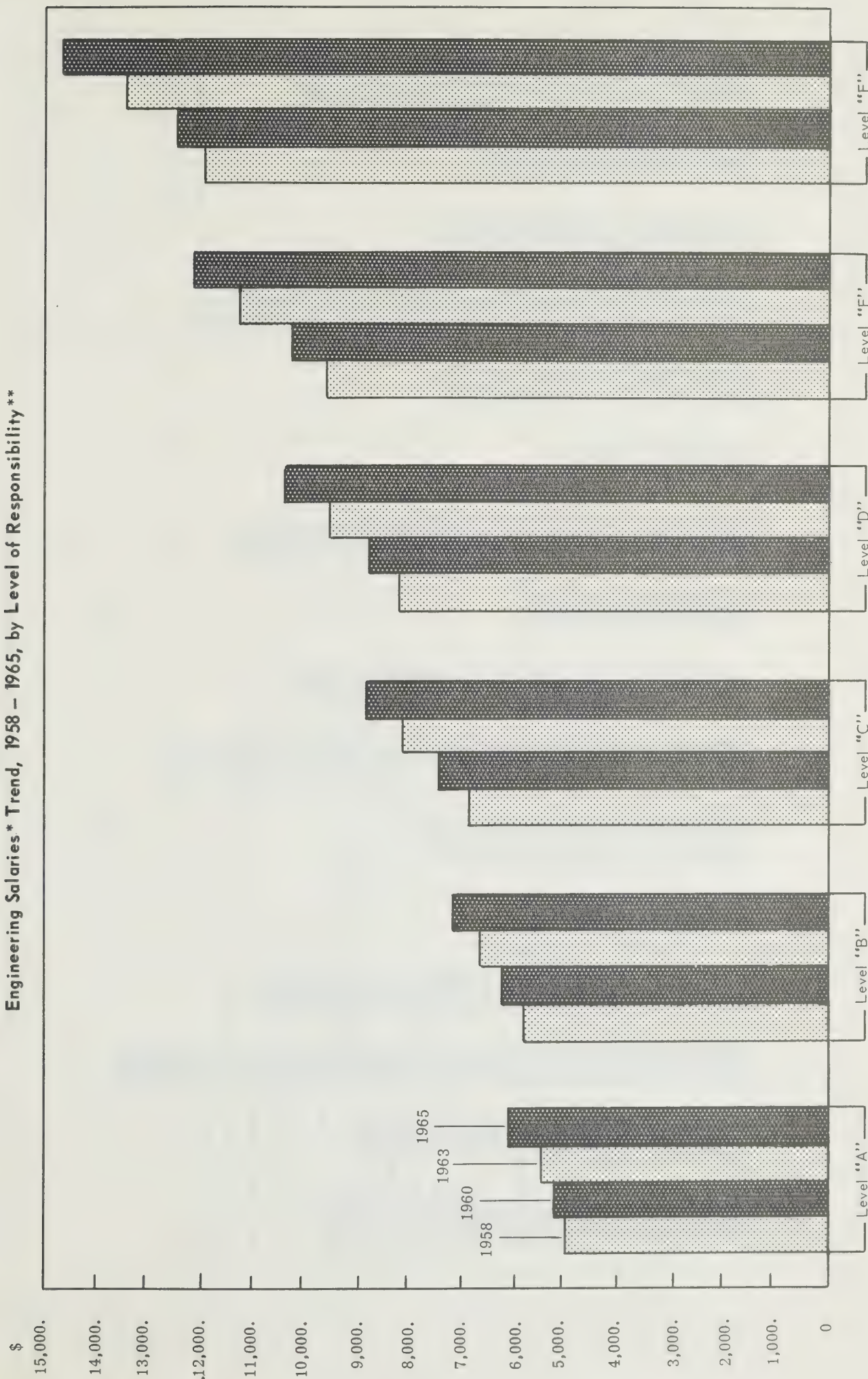
Scientific, Engineering and Certain Other Professions, 1963*



Note: *The data are median annual earnings for the year.
Source: Table 11A.

Chart 11B

Engineering Salaries* Trend, 1958 - 1965, by Level of Responsibility**

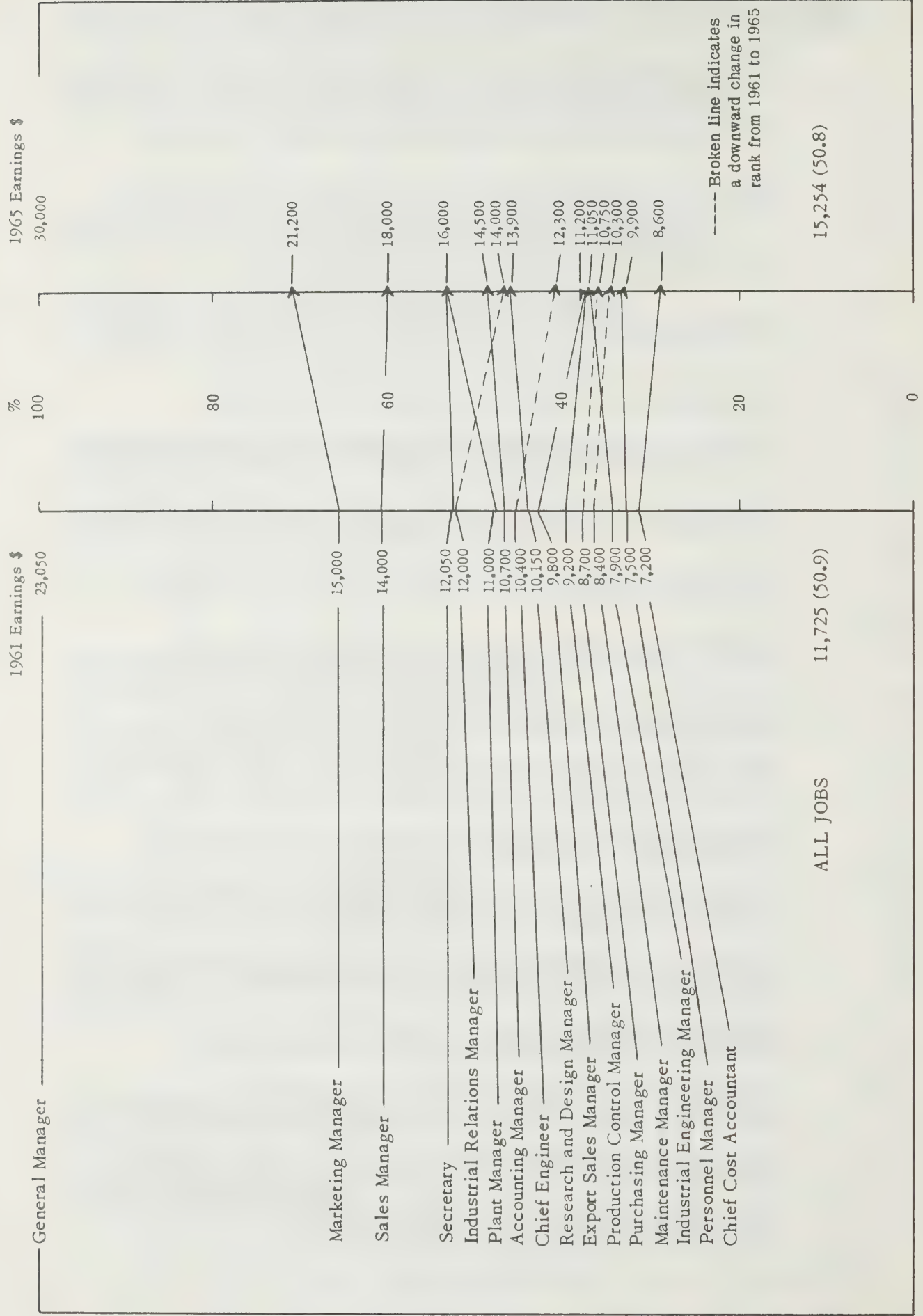


Notes: *The data are median annual salaries including bonuses and commissions that are considered part of normal earnings.

**Level "A" is of course the most junior and "F" the most senior; for further details, see note (3), Table 11B.

Source: Table 11B based on data from Canadian Council of Professional Engineers.

Chart 11C
Executive Salaries* in Canadian Industry**, 1961 and 1965



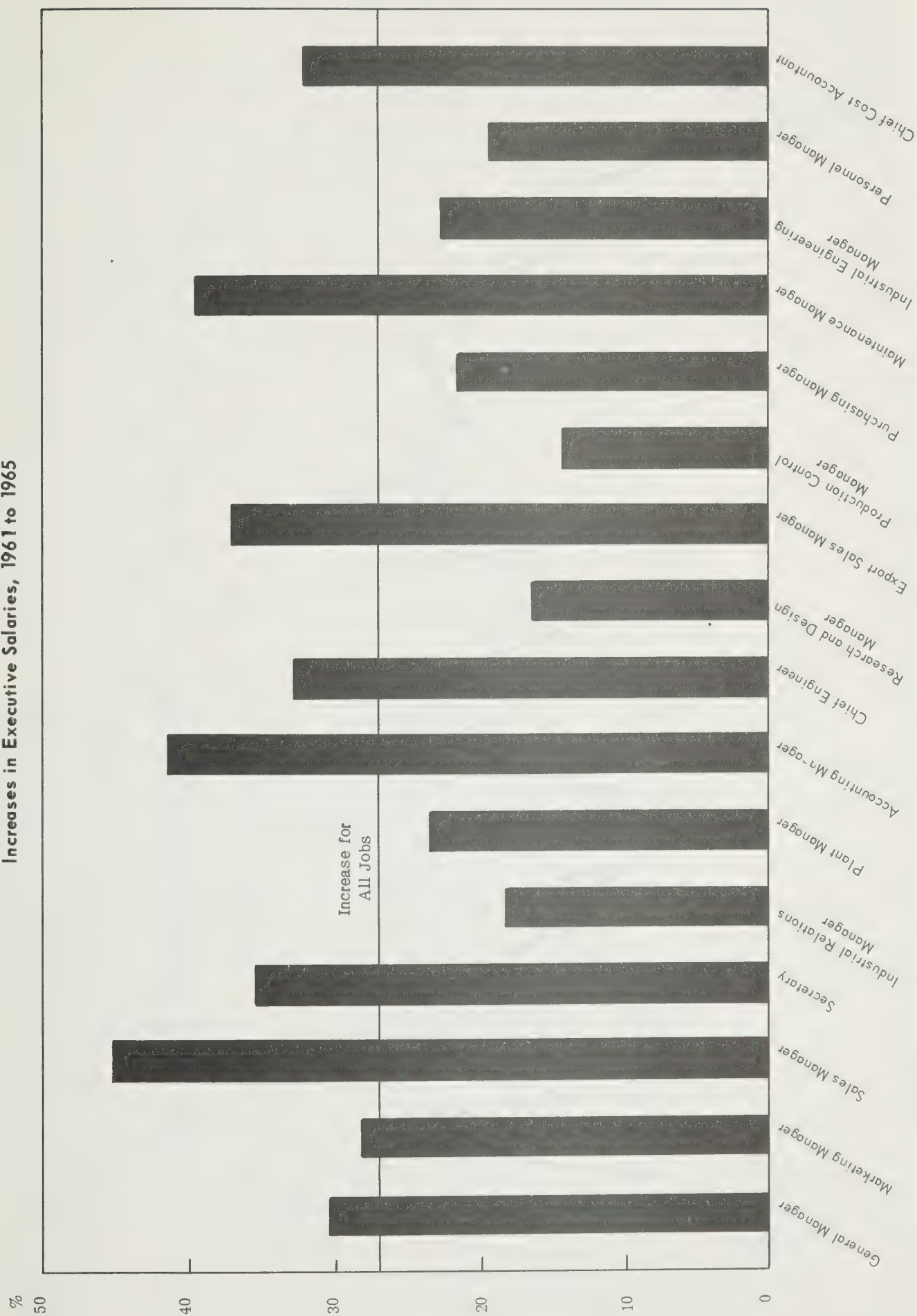
Notes: *The data are median annual salaries, including bonuses (means are also given in the source table).

**A broad sample of industries was used (for details, see source table).

Source: Table 11C, based on data from H. V. Chapman and Associates Limited.

Chart 11D

Increases in Executive Salaries, 1961 to 1965



Note: The increases are, of course, of the median annual salaries shown above in Chart 11C. The positions are shown, from left to right, in descending order of their rank in terms of 1961 salaries.

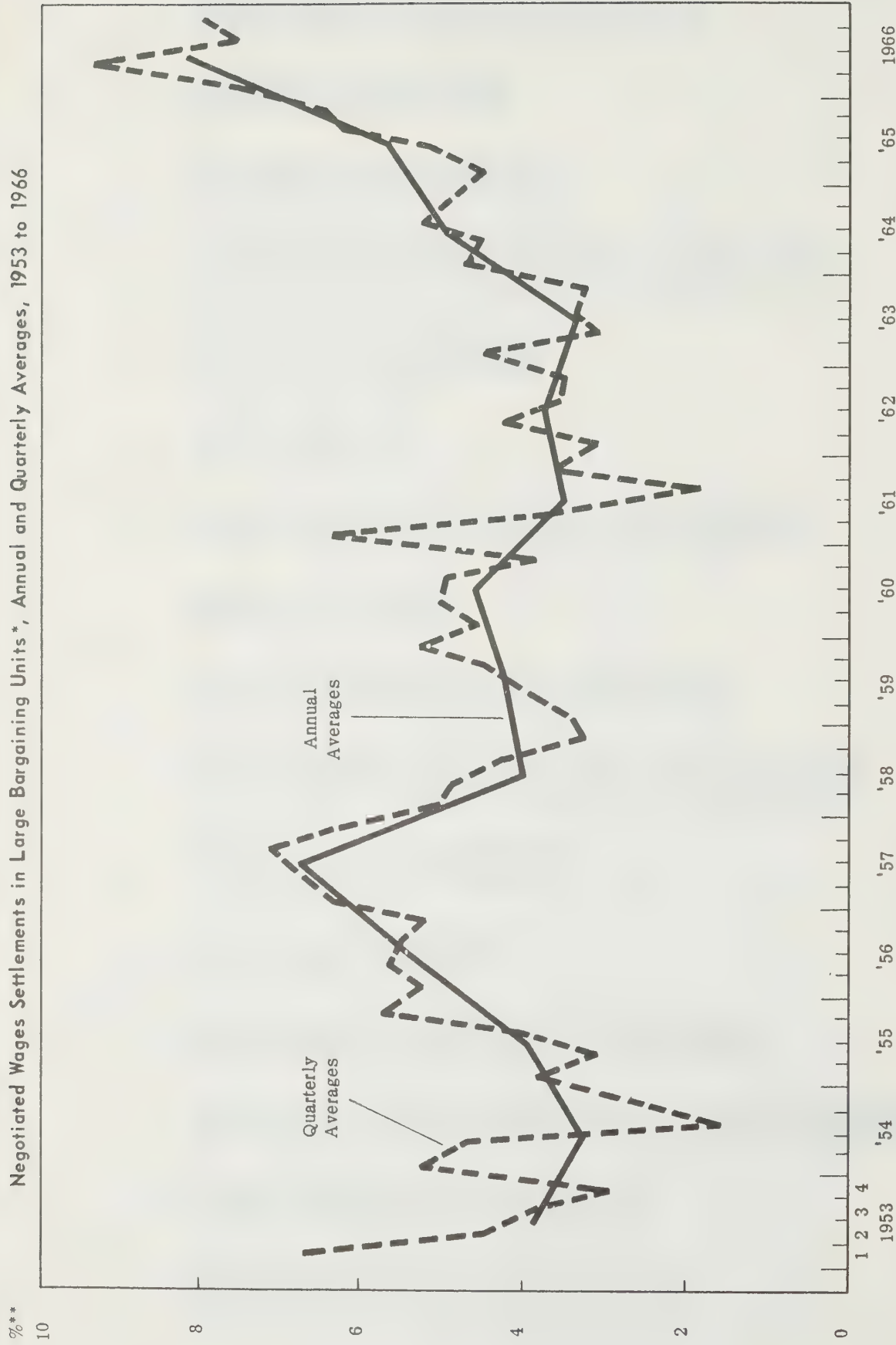
Source: Table 11C, based on data from H.V. Chapman and Associates Limited.

12 NEGOTIATED WAGE INCREASES

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Chart 12A

Negotiated Wages Settlements in Large Bargaining Units*, Annual and Quarterly Averages, 1953 to 1966



Note:

* The data cover all bargaining units having at least 500 people except in the construction industry, which is not covered by the survey.

** Average percentage increase (weighted by number of employees affected) in the base rate (i.e., the labour rate or similar minimum rate in the bargaining unit) over the life of the agreement.

Calculation of the percentage increase is illustrated by the following example: An agreement lasting three years provides for a first-year increase of 15¢ on a base rate of \$1.50 and a further 6¢ in each of the following two years, or 27¢ in all, which is an 18% increase, or 6% a year.

Source:

Canada Department of Labour, survey of wage settlements.

Wage settlements reached through collective bargaining in large bargaining units have pretty closely followed the movement of the business cycle. (The peaks and troughs of the cycle are shown in

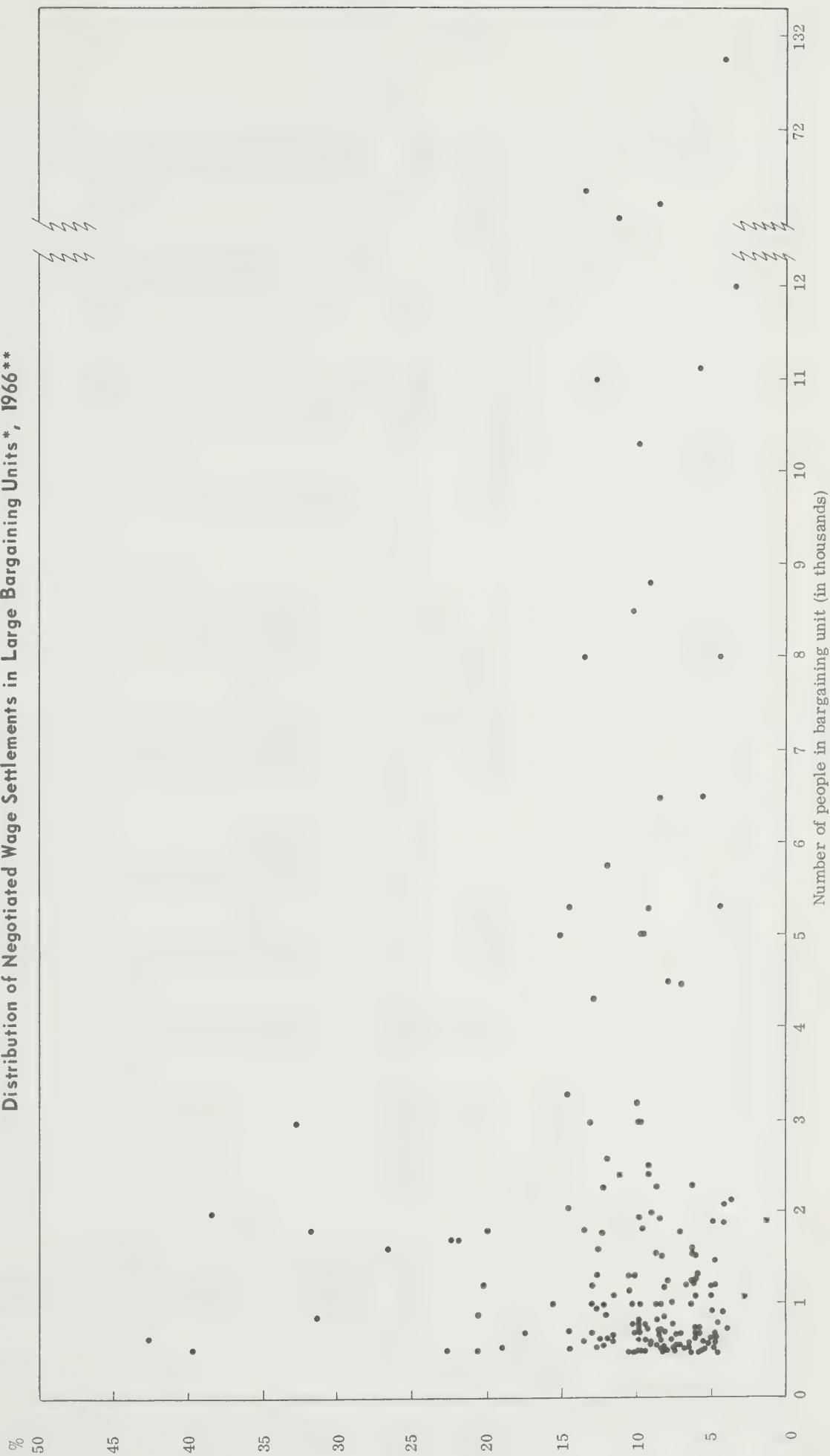
Chart 3). The size of settlements moved up from mid-1954, which marked the end of a business downturn, to mid-1957, which ended that period of expansion. During the upward phase of the cycle from early

1958 to the start of 1960, wage settlements did not show the same increase they did in the previous expansionary period (except on a quarterly basis, from mid-1958 to the third quarter of 1959). Although business conditions started to improve early in 1961, settlements did not start rising until almost two years later, and have climbed steadily since then (except for two brief setbacks on a quarterly basis). Although

negotiated wage increases averaged 8 per cent in 1966, a few were much higher but mostly in the smaller bargaining units (that is, the smaller ones out of the group covered) while settlements in some of the largest bargaining units were for appreciably less than the average (see Chart 12B).

Chart 12B

Distribution of Negotiated Wage Settlements in Large Bargaining Units*, 1966**



Note: *See Note * to Chart 12A.

**Each dot on this chart represents a particular wage settlement, showing, on the vertical axis, the percentage increase on the base rate effective in 1966, and on the horizontal axis, the number of workers in the bargaining unit. The total number of settlements is 180.

Source: Canada Department of Labour, survey of wage settlements.

TABLE 1

Labour Income (Wages, Salaries and Supplementary Labour Income),
by Sectors of the Economy and for Agriculture
1949 to 1965
(millions of dollars)

	Personal Sector		Business Sector (excluding Agriculture)		Agriculture		Government Sector	
	Index		Index		Index		Index	
1949	262	100.0	6,732	100.0	134	100.0	987	100.0
1950	276	105.3	7,279	118.1	144	107.5	1,067	108.1
1951	318	121.4	8,539	126.8	157	117.2	1,290	130.7
1952	356	135.9	9,420	139.9	162	120.9	1,540	156.0
1953	396	151.1	10,167	151.0	156	116.4	1,700	172.2
1954	433	165.3	10,315	153.2	139	113.7	1,912	193.7
1955	460	175.6	10,920	162.2	161	120.1	2,076	210.3
1956	502	191.6	12,345	183.4	172	128.4	2,295	232.5
1957	551	210.3	13,207	196.2	172	128.4	2,564	259.8
1958	616	235.1	13,394	199.0	178	132.8	2,824	286.1
1959	680	259.5	14,066	208.9	182	135.8	3,027	306.7
1960	789	301.1	14,503	215.4	192	143.3	3,270	331.3
1961	903	344.7	14,852	220.6	195	145.5	3,596	364.3
1962	1,001	382.1	15,768	234.2	201	150.0	3,849	390.0
1963	1,113	424.8	16,719	248.4	209	156.0	4,104	415.8
1964	1,241	473.7	18,194	270.3	215	160.4	4,369	442.7
1965	1,399	534.0	20,319	301.8	220	164.2	4,682	474.4

The personal sector includes all people and private organizations not established for the purpose of making a gain, such as charitable institutions, municipal hospitals, and universities; wages paid to domestic help are included in this sector.

The business sector includes all transactors operating for gain, including corporations, unincorporated business enterprises, government business enterprises, and independent professional practitioners.

The government sector includes all general government departments and agencies - federal, provincial and municipal - that are noncommercial in nature.

Labour income in agriculture constitutes wages and salaries to people employed on a farm.

Most farm income is reported as "Net income received by farm operators from farm production" and is not shown in the above table.

In the government sector military pay and allowances are added to wages, salaries and supplementary labour income.

Source: D.B.S., National Accounts Income and Expenditure (Catalogue No. 13-201)

1965 issue for years 1959 to 1965

1962 issue for years 1955 to 1958

1926-1956 reference document for years 1949 to 1954.

Data for personal, business and government sectors taken from Table 19, and from Table 22 for agriculture.

Table 2

Distribution of Net Domestic Product(a) in the Business Sector(b) (Excluding Agriculture), of the Canadian Economy, 1949 to 1965 (annual data)
(in percentages)

	1949	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965
Wages, salaries and supplementary labour income	63.8	62.2	64.8	63.4	64.9	65.4	64.0	64.7	65.8	65.1	64.2	64.7	64.4	64.0	63.6	63.3	64.5
Net investment income(c)	23.0	25.5	23.7	26.1	24.3	24.1	25.5	25.0	24.2	24.6	25.7	25.4	25.7	26.3	26.6	27.2	25.4
Net income of non-farm unincorporated business	13.2	12.3	11.5	10.6	10.8	10.5	10.5	10.3	10.0	10.3	10.1	9.9	9.9	9.7	9.7	9.5	9.1
Net domestic product(d)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Notes: (a) Net domestic product is gross domestic product, less capital consumption allowances and miscellaneous valuation adjustments. The concept of gross domestic product is explained by D.E.S., as follows: "The Gross National Product is a measure of the total output of residents of Canada; i.e., it is a measure of national output. To arrive at a measure of output produced in Canada (domestic output), it is necessary to add to national output factor incomes paid to non-residents as a result of production occurring within Canada and to subtract factor incomes paid to Canadian residents as a result of production occurring abroad. At present, because of statistical problems, adjustment is made only for interest and dividends paid to non-residents and receipts from non-residents. Conceptually, however, adjustment should also be made for other income payments to and receipts from non-residents, such as rental income, labour income, and undistributed profits accruing on behalf of non-resident stockholders." D.E.S., National Accounts, Income and Expenditure, 1926 - 1956, page 110.

Thus, G.D.P. at factor cost = G.N.P. at market prices, less indirect taxes (net, after subsidies), (also residual error of estimate) and income received from non-residents, plus income paid to non-residents.

(b) For a description of the business sector, see notes to Table 1.

(c) Net investment income is made up of corporation profits before taxes plus rent, interest, and miscellaneous investment income less inventory valuation adjustment.

(d) The percentages may not add up to exactly 100 because of rounding.

Source: As for Table 1.

Table 3-1

Indexes of Manufacturing Production, Seasonally Adjusted, by Months,
January 1949 to November 1966

(1949 = 100)

Year	January	February	March	April	May	June	July	August	September	October	November	December
1949	99.9	99.2	100.0	99.9	100.2	99.6	99.1	100.4	99.7	100.2	100.0	101.4
1950	100.4	101.3	101.1	101.8	102.7	106.2	109.0	107.1	110.7	112.3	113.3	115.3
1951	116.5	116.8	117.6	118.8	118.0	116.9	115.1	116.2	114.7	113.9	113.6	112.6
1952	125.4	115.3	117.2	117.0	118.5	118.8	118.5	122.1	122.9	124.9	126.4	126.5
1953	127.6	129.1	130.7	129.8	130.3	128.7	129.6	128.6	129.2	128.7	125.2	127.6
1954	125.9	127.3	126.5	124.8	124.5	124.9	123.5	125.7	123.8	125.3	125.9	128.4
1955	131.0	131.2	133.4	135.2	137.3	138.1	138.0	141.4	141.8	142.6	141.8	145.0
1956	144.7	145.3	147.6	152.0	148.8	151.9	153.6	151.8	153.3	154.3	154.4	156.7
1957	153.4	155.9	156.5	151.5	151.5	151.6	151.5	151.2	147.8	146.4	147.4	143.4
1958	144.4	145.3	145.7	145.9	149.4	148.7	148.6	148.7	147.4	148.6	152.0	152.1
1959	153.7	155.7	155.5	159.1	159.1	158.9	160.2	159.1	160.3	164.4	159.1	161.9
1960	166.2	163.5	163.9	160.6	161.1	160.1	158.3	159.2	160.2	161.8	160.0	160.1
1961	159.7	160.1	160.6	162.8	162.7	166.4	168.4	170.5	171.7	172.0	173.3	174.6
1962	173.7	175.9	177.7	177.3	180.1	182.1	183.6	182.7	184.4	184.5	185.1	184.7
1963	186.9	187.0	190.3	189.5	192.2	193.8	192.1	194.8	197.6	198.8	201.4	202.1
1964	205.7	209.5	207.9	212.2	209.6	210.2	211.4	215.0	215.7	213.9	217.7	217.0
1965	221.8	221.3	225.8	224.1	227.3	228.1	231.3	232.8	233.7	237.1	237.6	242.5
1966	243.3	244.6	246.8	247.2	245.5	245.3	244.8	246.1	248.1	249.6	249.8	-

Source: D.B.S., Annual Supplement to the Monthly Index of
Industrial Production (Catalogue No. 61-005)

Table 3-2

Indexes of Average Hourly Earnings, All Manufacturing,
Seasonally Adjusted, in Current Dollars

(1949 = 100)

Year	January	February	March	April	May	June	July	August	September	October	November	December
1949	98.0	98.0	99.0	100.0	100.0	100.0	100.0	100.0	101.0	101.0	101.0	101.0
1950	102.0	101.0	103.0	104.0	105.1	105.1	105.1	106.1	107.1	107.1	109.1	109.1
1951	111.1	112.1	114.1	114.1	117.2	119.2	120.2	123.2	124.2	126.3	126.3	127.3
1952	128.3	129.3	130.3	129.3	130.3	130.3	131.3	132.3	132.3	133.3	133.3	134.3
1953	135.4	135.4	136.4	136.4	136.4	137.4	138.4	138.4	139.4	139.4	139.4	140.4
1954	141.4	142.4	142.4	142.4	142.4	142.4	142.4	142.4	142.4	143.4	142.4	143.4
1955	144.4	145.5	145.5	145.5	146.5	145.5	146.5	147.5	148.5	147.5	147.5	148.5
1956	148.5	150.5	150.5	151.5	151.5	153.5	153.5	155.6	156.6	157.6	157.6	158.6
1957	159.6	159.6	159.6	160.6	160.6	161.6	161.6	163.6	164.6	165.7	165.7	165.7
1958	165.7	166.7	166.7	167.7	167.7	167.7	167.7	167.7	168.7	168.7	169.7	169.7
1959	171.7	171.7	172.7	172.7	173.7	172.7	172.7	173.7	176.8	176.8	176.8	176.8
1960	177.8	177.8	178.8	179.8	179.8	179.8	179.8	179.8	181.8	180.8	181.8	181.8
1961	182.8	182.8	183.8	183.8	184.8	184.8	184.8	185.9	185.9	186.9	186.9	186.9
1962	186.9	186.9	187.9	188.9	190.0	190.0	190.9	190.9	191.9	191.9	191.9	192.9
1963	192.9	193.9	193.9	196.0	196.0	196.0	197.0	197.0	198.0	199.0	200.0	201.0
1964	201.0	200.0	202.0	202.0	203.0	203.0	204.0	206.1	207.1	206.1	207.1	207.1
1965	209.1	210.1	212.1	212.1	212.1	213.1	213.1	214.1	216.2	218.2	219.2	217.2
1966	220.2	222.2	222.2	223.2	224.2	225.3	227.3	229.3	230.3	-	-	-

Note: For 1965 and 1966 the data are based on the 1960 Standard Industrial Classification.
The indexes were computed in the Canada Department of Labour.

Source: D.B.S., Canadian Statistical Review and Supplements,
1964 to 1966. (Catalogue No. 11-003, Table S-4-3)

Table 3-3

Indexes of Average Hourly Earnings, All Manufacturing,
Seasonally Adjusted, in 1949 Dollars⁽¹⁾

(1949 = 100)

Year	January	February	March	April	May	June	July	August	September	October	November	December
1949	98.3	98.6	99.7	100.8	100.4	100.0	99.6	99.6	100.4	100.0	100.5	100.9
1950	101.8	100.1	101.8	102.8	103.1	102.3	101.7	101.7	101.1	100.7	102.3	101.3
1951	101.8	101.2	102.1	101.7	103.1	104.0	104.1	105.8	106.1	107.1	106.9	107.7
1952	109.1	110.6	111.6	111.6	112.3	112.2	113.2	114.0	114.1	114.8	115.1	116.1
1953	117.2	118.0	119.0	119.2	118.7	119.1	119.6	119.1	119.5	120.0	120.4	121.3
1954	122.2	123.3	123.2	123.3	122.7	122.5	121.7	121.9	121.9	122.8	122.1	123.2
1955	124.2	125.4	125.3	125.0	126.4	125.4	125.9	126.3	127.0	126.2	126.2	127.1
1956	127.6	129.3	129.1	130.0	128.6	129.5	128.9	130.8	130.7	131.0	130.9	131.8
1957	132.4	132.4	132.0	132.6	132.1	132.6	131.8	132.7	133.4	134.4	134.6	134.3
1958	134.0	134.1	133.1	134.1	134.1	134.5	133.9	133.5	133.9	133.6	134.5	134.6
1959	136.6	136.8	137.7	136.5	138.0	137.2	136.6	136.7	138.1	137.8	138.2	138.7
1960	139.8	140.1	140.2	141.1	140.6	141.0	140.6	140.0	140.5	139.5	140.3	140.7
1961	141.8	141.6	142.4	142.5	143.3	143.3	143.1	144.0	143.9	144.1	144.0	144.1
1962	144.0	144.1	144.2	145.2	145.6	145.0	145.3	145.7	145.9	145.5	145.5	146.1
1963	146.0	146.8	146.6	148.1	147.6	146.8	147.1	147.7	148.2	148.5	149.0	149.8
1964	149.4	148.6	149.6	149.6	150.0	149.0	149.9	152.0	152.7	151.7	151.4	151.3
1965	152.4	153.0	154.0	153.7	152.6	152.8	152.9	153.9	155.2	155.6	155.7	153.8
1966	155.0	156.0	155.2	155.6	155.9	156.1	156.9	158.0	158.5	-	-	-

Note: (1) The consumer price indexes used in the calculations of 1949 dollars have been adjusted to allow for each monthly figure being moved back one month to correspond with the pay period covered for average hourly earnings.

The indexes were computed in the Canada Department of Labour,

For 1965 and 1966 the data are based on the 1960 Standard Industrial Classification.

Source: D.B.S., Canadian Statistical Review and Supplements, 1964 to 1966.
(Catalogue No. 11-003, Tables S-4-3 and S-10-6)

Table 3-4

Indexes of Output per Manhour,
Manufacturing, Canada, 1949 to 1965
(annual averages)

(1949 = 100)

Year	Index
1949	100.0
1950	105.9
1951	110.5
1952	112.7
1953	116.6
1954	121.3
1955	129.2
1956	134.7
1957	135.5
1958	139.9
1959	147.5
1960	152.7
1961	159.5
1962	165.8
1963	172.1
1964	178.6
1965	186.7

Source: D.B.S., Indexes of Output per
Person Employed and per Manhour
in Canada, Commercial Industries
1946-65. (Catalogue No. 14-201)

Table 4A
Average Weekly Wages and Salaries, Average Hourly Earnings, and Average Weekly Wages,
Major Industries, Canada, 1965

Industry	Industry Composite	Forestry	Mining	Manufacturing	Durable	Non-durable	Construction	Transportation Storage and Communication	Public Utilities	Trade	Finance	Service
Average Weekly Wages & Salaries	\$ 91.23	99.53	111.68	94.11	101.93	86.54	103.24	101.49	111.21	76.54	88.44	65.01
Index	100.0	109.1	122.4	103.1	111.7	94.8	113.2	111.2	121.9	83.9	96.9	71.3
Average Hourly Earnings	\$ (a)	(a)	2.43	2.12	2.30	1.93	2.44	(a)	(a)	(a)	(a)	1.29
Average Weekly Wages	\$ (a)	(a)	103.11	86.90	95.67	77.85	101.10	(a)	(a)	(a)	(a)	47.11

Note: (a) Data on average hourly earnings and average weekly wages not published for these industries.
The indexes were computed in the Department of Labour for these tables.

Source: D.B.S., Employment and Payrolls and Manhours and Hourly Earnings ledgers, 1965.

Table 4B

Average Weekly Wages and Salaries, Average Hourly Earnings, and Average Weekly Wages,
Major Industry Groups, Canada, 1949 to 1965, Annual Averages

	Industry Composite	Forestry	Mining	Manufacturing	Durable Goods	Nondurable Goods
	\$	\$	\$	\$	\$	\$
Average Weekly Wages & Salaries						
1949	42.96	40.62	51.49	100.0	47.14	100.0
1950	45.08	42.44	54.27	105.4	49.76	105.6
1951	50.04	49.13	60.33	117.2	55.31	117.3
1952	54.41	55.84	65.79	127.8	60.65	128.7
1953	57.53	58.26	68.91	133.8	63.93	135.6
1954	59.04	59.89	70.67	137.2	65.56	139.1
1955	61.05	60.62	73.53	142.8	68.01	144.3
1956	64.44	65.40	78.01	151.5	71.42	151.5
1957	67.93	69.38	83.89	162.9	74.81	158.7
1958	70.43	71.74	86.60	168.2	77.93	165.3
1959	73.47	71.63	90.76	176.3	81.67	173.2
1960	75.83	74.85	93.80	182.2	84.20	178.6
1961	78.17	80.43	95.90	186.2	87.08	184.7
1962	80.59	83.85	98.82	191.9	89.80	190.5
1963	83.43	88.62	102.37	198.8	93.20	197.7
1964	86.68	94.15	106.06	206.0	96.89	205.5
1965	91.23	99.53	111.68	216.9	101.93	216.2
Construction						
	\$	\$	Public Utilities	Trade	Finance	Service
1949	41.28	48.39	48.14	100.0	42.22	100.0
1950	43.42	49.34	51.44	106.9	44.09	104.4
1951	48.79	54.14	56.48	117.3	46.48	110.1
1952	55.82	56.81	62.00	128.8	49.35	116.9
1953	60.88	61.24	65.45	136.0	51.86	122.8
1954	61.15	62.76	67.87	141.0	53.93	127.7
1955	62.11	64.56	70.80	147.1	56.79	134.5
1956	68.58	67.29	74.39	154.5	60.29	142.8
1957	73.63	71.20	78.99	164.1	63.36	150.1
1958	74.54	74.72	83.85	174.2	66.40	157.3
1959	76.55	79.65	88.08	183.0	68.82	163.0
1960	80.46	82.32	91.52	190.1	70.83	167.8
1961	82.57	85.87	94.52	196.3	73.92	175.1
1962	85.90	88.86	97.49	202.5	76.37	180.9
1963	90.32	92.29	102.26	212.4	78.66	186.3
1964	95.00	95.94	106.09	220.4	83.02	196.6
1965	103.24	101.49	111.21	231.0	88.44	209.5

Table 4B (Cont'd)

	Mining	Manu- facturing	Durable Goods	Nondurable Goods	Con- struction	Service
	\$	\$	\$	\$	\$	\$
			Average Hourly Earnings			
1949	1.18	100.0	1.07	100.0	1.01	100.0
1950	1.22	103.4	1.13	105.6	1.06	105.0
1951	1.35	114.4	1.27	118.7	1.19	117.8
1952	1.48	125.4	1.41	131.8	1.32	130.7
1953	1.54	130.5	1.48	138.3	1.44	142.6
1954	1.58	133.9	1.52	142.1	1.48	146.5
1955	1.61	136.4	1.56	145.8	1.52	150.5
1956	1.73	146.6	1.64	153.3	1.65	163.4
1957	1.88	159.3	1.73	161.7	1.76	174.3
1958	1.96	166.1	1.80	168.2	1.78	176.2
1959	2.04	172.9	1.87	174.8	1.84	182.2
1960	2.09	177.1	1.94	181.3	1.94	192.1
1961	2.13	180.5	1.99	186.0	1.98	196.0
1962	2.18	184.7	2.04	190.7	2.06	204.0
1963	2.24	189.8	2.11	197.2	2.14	211.9
1964	2.31	195.7	2.19	204.7	2.25	222.8
1965	2.43	205.9	2.30	215.0	2.44	241.6
			Average Weekly Wages			
1949	50.22	100.0	45.28	100.0	40.18	100.0
1950	52.46	104.5	47.74	105.4	42.13	104.3
1951	58.06	115.6	53.38	117.9	47.86	119.1
1952	63.20	125.8	58.49	129.2	54.99	136.9
1953	65.69	130.8	61.55	135.9	60.26	150.0
1954	67.14	133.7	62.13	137.2	59.85	149.0
1955	69.68	138.7	64.35	142.1	60.49	150.5
1956	73.92	147.2	67.45	149.0	67.77	168.7
1957	79.35	158.0	70.15	154.9	72.55	180.6
1958	81.30	161.9	72.42	159.9	72.36	180.1
1959	84.80	168.9	76.66	169.3	74.20	184.7
1960	87.26	173.8	78.70	173.8	78.41	195.1
1961	89.08	177.4	81.36	179.7	79.93	199.0
1962	91.22	181.6	84.02	185.6	83.16	207.0
1963	94.12	187.4	87.25	192.7	87.51	217.8
1964	97.61	194.4	91.08	201.1	92.31	229.7
1965	103.11	205.3	95.67	211.3	101.10	251.6
1949						26.92
1950						28.09
1951						29.62
1952						31.52
1953						32.93
1954						34.03
1955						34.62
1956						35.94
1957						37.37
1958						38.28
1959						39.29
1960						40.58
1961						41.27
1962						42.02
1963						43.21
1964						44.73
1965						47.11

Source: D.B.S., Employment and Payrolls (Catalogue No. 72-201)
 Manhours and Hourly Earnings with Average Weekly Wages (Catalogue No. 72-202)

Table 4C

Average Weekly Wages and Salaries, Average Hourly Earnings,
And Average Weekly Wages in the Manufacturing Industries and
as Indexes of All Manufacturing, Canada, 1965

Industry	Average Weekly Wages & Salaries		Average Hourly Earnings		Average Weekly Wages	
	\$	Index	\$	Index	\$	Index
Manufacturing Average	94.11	100.0	2.12	100.0	86.90	100.0
Food & Beverages	81.78	86.9	1.83	86.3	74.41	85.6
Tobacco & Tobacco Products	90.24	95.9	2.23	105.2	83.81	96.4
Rubber Products	96.84	102.9	2.17	102.3	90.59	104.2
Leather Products	62.82	66.8	1.46	68.9	57.56	66.2
Textile Products (except clothing)	75.44	80.2	1.63	76.9	68.31	78.6
Clothing (Textile & Fur)	57.99	61.6	1.38	65.1	52.62	60.6
Wood Products	81.56	86.7	1.87	88.2	77.37	89.0
Paper Products	108.87	115.7	2.45	115.6	102.72	118.2
Printing Publishing & Allied Ind.	101.92	108.3	2.58	121.7	100.83	116.0
Iron & Steel Products	105.83	112.4	2.42	114.1	100.89	116.1
Transportation Equipment	112.49	119.5	2.55	120.3	106.58	122.6
Non-Ferrous Metal Products	104.85	111.4	2.36	111.3	97.54	112.2
Electrical Apparatus & Supplies	98.99	105.2	2.10	99.0	86.06	99.0
Non-Metallic Mineral Products	100.00	106.2	2.18	102.8	94.59	108.8
Products of Petroleum & Coal	136.08	144.6	2.91	137.3	122.36	140.8
Chemical Products	108.60	115.4	2.31	109.0	94.70	109.0
Miscellaneous Mfg. Industries	80.80	85.8	1.69	79.7	69.29	79.7

Note: The indexes were computed in the Department of Labour for these tables.

Source: D.B.S. Manhours and Employment and Payrolls ledgers, 1965.

TABLE 5A

Average Weekly Wages and Salaries,
Industry Composite,* by Region and Province, 1965

	Average Weekly Wages and Salaries	Index
	\$	
Canada	91.23	100.0
Atlantic Region	75.56	82.8
Newfoundland	81.34	89.2
Prince Edward Island	63.37	69.5
Nova Scotia	73.71	80.8
New Brunswick	75.06	82.3
Quebec	88.77	97.3
Ontario	94.58	103.7
Prairie Region	86.80	95.1
Manitoba	82.33	90.2
Saskatchewan	85.07	93.2
Alberta	91.02	99.8
British Columbia	101.26	110.0

Note: *The industry composite comprises, forestry, mining, manufacturing, construction, transportation and utilities, trade, finance, and service.

Source: D.B.S., Employment and Payrolls ledgers, 1965; the indexes were computed in the Department of Labour for this table.

Table 5B

Average Weekly Wages and Salaries, Average Hourly Earnings, and Average Weekly Wages, Manufacturing,
by Region and Province, 1965

	Manufacturing						Durable			Nondurable		
	Average Weekly Wages & Salaries \$	Average Hourly Earnings \$	Average Weekly Wages \$	Average Weekly Wages & Salaries \$	Average Hourly Earnings \$	Average Weekly Wages \$	Average Hourly Earnings \$	Average Weekly Wages & Salaries \$	Average Hourly Earnings \$	Average Weekly Wages \$	Average Hourly Earnings \$	Average Weekly Wages \$
Canada	94.11	100.0	2.12	100.0	86.90	100.0	101.53	100.0	2.30	100.0	95.67	100.0
Atlantic Region	75.97	80.7	1.78	84.0	73.14	84.2	81.49	80.0	1.94	84.3	80.04	83.7
Newfoundland	76.19	81.0	1.84	86.8	73.05	84.1	78.43	77.0	1.84	80.0	80.29	83.9
Prince Edward Island	56.22	59.7	1.50	70.8	52.55	60.5	70.30	69.0	1.50	65.2	62.75	65.6
Nova Scotia	76.12	80.9	1.81	85.4	73.51	84.6	84.60	83.0	2.04	82.7	83.13	86.9
New Brunswick	77.11	81.9	1.78	84.0	74.11	85.3	76.30	74.9	1.76	76.5	73.93	77.3
Quebec	87.32	92.8	1.89	89.2	78.76	90.6	97.49	95.6	2.06	89.6	89.50	93.6
Ontario	99.63	105.9	2.24	105.7	92.17	106.1	106.10	104.1	2.39	103.9	99.73	104.2
Prairie Region	86.62	92.0	2.03	95.7	81.84	94.2	89.14	87.5	2.10	91.3	85.44	89.3
Manitoba	81.53	86.6	1.91	90.1	77.04	88.7	88.56	86.9	2.07	90.0	85.61	89.5
Saskatchewan	87.86	93.4	2.14	100.9	85.11	97.9	87.46	85.8	2.06	89.6	82.92	86.7
Alberta	91.93	97.7	2.16	101.2	86.63	99.7	90.12	88.4	2.13	92.6	85.78	89.7
British Columbia	104.69	111.2	2.62	123.6	99.42	114.4	104.88	102.9	2.62	113.9	99.81	104.3

Note: The indexes were computed in the Department of Labour for these tables

Source: D.B.S., Employment and Payrolls and Manhours and Hourly Earnings ledgers, 1965.

Table 6B

Distribution of Wage-Earner Employment, by Region, Manufacturing
Durable Goods and Nondurable Goods, 1965

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
	Per Cent of Employees	Per Cent of Employees	Per Cent of Employees	Per Cent of Employees	Per Cent of Employees	Per Cent of Employees
Manufacturing	100.0	5.0	31.4	49.2	6.6	7.8
Durable Goods	100.0	4.2	22.9	56.4	6.3	10.2
Nondurable Goods	100.0	5.9	40.1	41.7	6.9	5.4

Note: The percentages were computed in the Department of Labour for this table.

Source: D.B.S., Manhours and Employment and Payrolls ledgers, 1965.

TABLE 6C

Relation of Average Weekly Wages and Salaries, Average Hourly Earnings, Average Weekly Wages,
Major Manufacturing Industries, to Average for All Durable Goods or All Nondurable
Goods Manufacturing, 1965.

	Average Weekly Wages and Salaries	Average Hourly Earnings	Average Weekly Wages
Durable Goods	\$101.93	\$ 2.30	\$ 95.67
Wood Products	100.0	100.0	100.0
Iron and Steel Products	80.0	81.3	80.9
Transportation Equipment	103.8	105.2	105.5
Non-Ferrous Metal Products	110.4	110.9	111.4
Electrical Apparatus and Supplies ...	102.9	102.6	102.0
Non-Metallic Mineral Products	97.1	91.3	90.0
	98.1	94.8	98.9
Nondurable Goods	\$ 86.54	\$ 1.93	\$ 77.85
Food and Beverages	100.0	100.0	100.0
Tobacco and Tobacco Products	94.5	94.8	95.6
Rubber Products	104.3	115.5	107.7
Leather Products	111.9	112.4	116.4
Textile Products (except Clothing)...	72.6	75.6	73.9
Clothing (Textile and Fur)	87.2	84.5	87.7
Paper Products	67.0	71.5	67.6
Printing, Publishing and Allied Industries	125.8	126.9	131.9
Products of Petroleum and Coal	117.8	133.7	129.5
Chemical Products	157.2	150.8	157.2
Miscellaneous Manufacturing	125.5	119.7	121.6
	93.4	87.6	89.0

Note: The indexes were computed in the Canada Department of Labour for this table.

Source: D.B.S., Manhours and Hourly Earnings, and Employment and Payrolls ledgers, 1965.

Table 6D

Distribution of Wage-Earner Employment in Manufacturing by Region, 1965

	Canada		Atlantic Region		Quebec		Ontario		Prairie Region		British Columbia	
	Durable %	Non- durable %	Durable %	Non- durable %	Durable %	Non- durable %	Durable %	Non- durable %	Durable %	Non- durable %	Durable %	Non- durable %
All Manufacturing	50.8	49.2	42.4	57.6	37.1	62.9	58.2	41.8	48.6	51.4	66.0	34.0
Total Durable Goods	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-
Total Nondurable Goods	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0
Food and Beverages	-	22.6	-	52.4	-	13.2	-	22.4	-	45.1	-	33.6
Tobacco and Tobacco Products	-	1.9	-	-	-	2.6	-	1.1	-	-	-	-
Rubber Products	-	3.6	-	-	-	2.6	-	6.0	-	0.9	-	0.3
Leather Products	-	5.0	-	1.1	-	6.2	-	5.5	-	1.8	-	0.6
Textile Products (except clothing)	-	11.1	-	3.4	-	16.4	-	9.9	-	1.8	-	1.8
Clothing (Textile and Fur)	-	18.4	-	5.8	-	28.2	-	11.6	-	22.0	-	7.0
Paper Products	-	16.6	-	29.3	-	15.0	-	15.0	-	7.0	-	39.6
Printing, Publishing and Allied Industries	-	7.0	-	4.2	-	5.1	-	9.1	-	8.7	-	6.5
Products of Petroleum and Coal	-	1.4	-	1.5	-	0.9	-	0.9	-	5.6	-	2.6
Chemical Products	-	6.5	-	1.1	-	5.3	-	8.8	-	5.2	-	5.5
Miscellaneous Manufacturing Industries	-	6.1	-	1.2	-	4.4	-	9.6	-	1.9	-	2.5
Wood Products	17.3	-	19.5	-	18.5	-	8.9	-	15.0	-	61.5	-
Iron and Steel Products	31.5	-	28.7	-	26.1	-	37.3	-	31.4	-	13.4	-
Non-Ferrous Metal Products	8.6	-	1.8	-	12.2	-	7.7	-	6.9	-	9.4	-
Transportation Equipment	23.7	-	42.3	-	19.8	-	25.3	-	31.3	-	11.8	-
Electrical Apparatus and Supplies	12.1	-	2.7	-	13.8	-	15.0	-	3.8	-	1.6	-
Non-Metallic Mineral Products	6.7	-	5.0	-	9.6	-	5.9	-	11.5	-	2.3	-

Note: The percentages were computed in the Department of Labour for these tables

Source: D.B.S., Manhours and Hourly Earnings ledgers, 1965.

Table 6F (no chart)

Distribution of Wage-Earner Employment in Manufacturing,
All Canada and Within Regions, 1965

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
All Manufacturing	100.0	5.0	31.4	49.2	6.6	7.8
Food and Beverages	100.0	13.6	23.5	41.2	13.7	8.0
Tobacco and Tobacco Products	100.0	-	69.8	30.2	-	-
Rubber Products	100.0	-	28.9	68.9	1.8	0.4
Leather Products	100.0	1.2	49.3	46.3	2.5	0.7
Textile Products (except Clothing)	100.0	1.8	59.1	37.1	1.1	0.9
Clothing (Textile and Fur)	100.0	1.9	61.4	26.4	8.2	2.1
Paper Products	100.0	10.4	36.1	37.7	2.9	12.9
Printing, Publishing and Allied Industries	100.0	3.5	29.2	53.8	8.5	5.0
Products of Petroleum and Coal	100.0	6.6	26.5	28.6	20.0	10.3
Chemical Products	100.0	1.0	32.3	56.6	5.5	4.6
Miscellaneous Manufacturing Industries	100.0	1.1	29.1	65.4	2.2	2.2
Wood Products	100.0	4.7	24.5	29.0	5.5	36.3
Iron and Steel Products	100.0	3.8	18.9	66.6	6.3	4.4
Non-Ferrous Metal Products	100.0	0.9	32.5	50.3	5.1	11.2
Transportation Equipment	100.0	7.5	19.1	60.1	8.3	5.0
Electrical Apparatus and Supplies	100.0	0.9	26.1	69.7	2.0	1.3
Non-Metallic Mineral Products	100.0	3.2	32.8	49.7	10.9	3.4

Note: The percentages were computed in the Canada Department of Labour for these tables.

Source: D.B.S., Manhours and Hourly Earnings ledgers, 1965.

Table 8B

Average Weekly Wages in Manufacturing in Current Dollars and Constant Dollars, 1949 to 1965

1949 = 100

	Weekly Wages in Current Dollars	Index in Current Dollars	Consumer Price Index (1)	Weekly Wages in 1949 Dollars	Index in 1949 Dollars
1949	41.74	100.0	100.0	41.74	100.0
50	44.03	105.5	103.5	42.54	101.9
51	49.29	118.1	114.6	43.01	103.0
52	53.83	129.0	116.2	46.33	111.0
53	56.25	134.8	115.5	48.70	116.7
54	57.43	137.6	116.2	49.42	118.4
55	59.45	142.4	116.4	51.07	122.4
56	62.40	149.5	118.4	52.70	126.3
57	64.96	155.6	122.1	53.20	127.4
58	66.77	160.0	125.3	53.30	127.7
59	70.16	168.1	126.6	55.42	132.8
60	71.96	172.4	128.2	56.14	134.5
61	74.27	177.9	129.2	57.47	137.7
62	76.55	183.4	130.9	58.47	140.1
63	79.40	190.2	133.2	59.61	142.8
64	82.90	198.6	135.6	61.14	146.5
65	86.90	208.2	139.1	62.47	149.7

Note: (1) The annual price indexes have been adjusted to allow for each monthly figure being moved back one month to correspond with the pay period covered for weekly wages.

Source: D.B.S., Manhours and Hourly Earnings with Average Weekly Wages (Catalogue No. 72-003) Prices and Price Indexes (Catalogue No. 62-002)

Table 8C-1 (no chart)

Position and Growth of Average Weekly Wages and Salaries in Major Industry Groups
Relative to Average for All Industries 1949 and 1965

	Industrial Composite	Forestry	Mining	Total Mfg.	Total Durable Goods	Total Nondurable Goods	Construction	Transportation	Public Utilities	Trade	Finance	Service
A. Position of Wages and Salaries in Each Major Industry Relative to All-Industry Average, 1949 and 1965												
1949 \$ Index	42.96 100.0	40.62 94.6	51.49 119.9	43.97 102.4	47.14 109.7	41.18 95.9	41.28 96.1	48.39 112.6	48.14 112.1	36.97 86.1	42.22 98.3	28.05 65.3
1965 \$ Index	91.23 100.0	99.53 109.1	111.68 122.4	94.11 103.1	101.93 111.7	86.54 94.8	103.24 113.2	101.49 111.2	111.21 121.9	76.54 83.9	88.44 96.9	65.01 71.3
B. Absolute Growth 1949 to 1965												
Index	212.4	245.0	216.9	214.0	216.2	210.1	250.1	209.7	231.0	207.0	209.5	231.8
C. Relative Growth: Each Major Industry in Relation to All-Industry Average												
Index (a)	100.0	115.3	102.1	100.8	101.8	98.9	117.7	98.7	108.8	97.5	98.6	109.1

Note: (a) Individual industry growth index (shown in B, above) divided by all industry index, the quotient multiplied by 100.
The indexes were computed in the Department of Labour for these Tables.

Source: D.B.S. Employment and Payrolls for 1949
Employment and Payrolls ledgers for 1965.

Table 8C-2

Position and Growth of Average Weekly Wages and Salaries in Major Manufacturing Groups
Relative to the Average for All Manufacturing, 1949 and 1965

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	Total Manu- facturing	Total Durable Goods	Total Non- Durable Goods	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textiles Products	Clothing (Textile and Fur)	Wood Products
A. Position of Wages and Salaries in Each Industry Relative to All Manufacturing Average, 1949 and 1965										
1949 \$ Index	43.97 100.0	47.14 107.2	41.18 93.7	40.40 91.9	39.89 90.7	44.89 102.1	32.54 74.0	37.84 86.1	32.25 73.3	39.23 89.2
1965 \$ Index	94.11 100.0	101.93 108.3	86.54 92.0	81.78 86.9	90.24 95.9	96.84 102.9	62.82 66.8	75.44 80.2	57.99 61.6	81.56 86.7
B. Position of Wages and Salaries in Each Industry Relative to All Manufacturing Average, 1949 and 1965										
	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
	Paper Products	Printing, Publishing and Allied Industries	Iron and Steel Products	Trans- portation Equipment	Non- Ferrous Metal Products	Electrical Apparatus and Supplies	Non- Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Misc. Manu- facturing
1949 \$ Index	51.81 117.8	46.46 105.7	48.34 109.9	50.36 114.5	49.03 111.5	47.79 108.7	45.12 102.6	55.77 126.8	47.61 108.3	37.84 86.1
1965 \$ Index	108.86 115.7	101.92 108.3	105.83 112.4	112.49 119.5	104.85 111.4	98.99 105.2	100.00 106.2	136.08 144.6	108.60 115.4	80.80 85.8

Note: The indexes were computed in the Department of Labour for these tables.

Source: D.B.S., Employment and Payrolls for 1949.
Employment and Payrolls ledgers for 1965.

Table 8C-2 (Cont'd.)

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	Total Manu- facturing	Total Durable Goods	Total Non- Durable Goods	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products	Clothing (Textile and Fur)	Wood Products
B. Absolute Growth, 1949 to 1965										
Index	214.0	216.2	210.2	202.4	226.2	215.7	193.1	199.4	179.8	207.9
(11)		(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
Paper Products		Printing, Publishing and Allied Industries	Iron and Steel Products	Trans- portation Equipment	Non- Ferrous Metal Products	Electrical Apparatus and Supplies	Non- Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Misc. Manu- facturing
Index	210.1	219.4	218.9	223.4	213.8	207.1	221.6	244.0	228.1	213.5
C. Relative Growth: Each Manufacturing Industry in Relation to the All-Manufacturing Average										
Index (a)	100.0	101.0	98.2	94.6	105.7	100.8	90.2	93.2	84.0	97.1
(11)		(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
Index (a)	98.2	102.5	102.3	104.4	99.9	96.8	103.6	114.0	106.6	99.8

Note: (a) Individual industry growth index (shown in B, above) divided by all manufacturing index, the quotient multiplied by 100.

Table 8D

Position and Growth of Average Hourly Earnings in Major Manufacturing Groups
Relative to Average for All Manufacturing 1949 and 1965

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	Total Manu- facturing	Total Durable Goods	Total Non- Durable Goods	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products	Clothing (Textile and Fur)	Wood Products
A. Position of Wages in Each Industry Relative to All-Manufacturing Average, 1949 and 1965										
1949 \$ Index	0.99 100.0	1.47 108.1	0.91 91.9	0.86 86.9	0.86 86.9	1.05 106.1	0.73 75.8	0.83 83.8	0.76 76.8	0.93 93.9
1965 \$ Index	2.12 100.0	2.30 108.5	1.93 91.0	1.83 86.3	2.23 105.2	2.17 102.4	1.46 68.9	1.63 76.9	1.38 65.1	1.87 88.2
Position of Wages in Each Industry Relative to All-Manufacturing Average, 1949 and 1965										
	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
	Paper Products	Printing, Publishing, and Allied Industries	Iron and Steel Products	Trans- portation Equipment	Non- Ferrous Metal Products	Electrical Apparatus and Supplies	Non- Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Misc. Manu- facturing
1949 \$ Index	1.06 107.1	1.14 115.2	1.09 110.1	1.16 117.2	1.07 108.1	1.09 110.1	0.96 97.0	1.23 124.2	0.99 100.0	N/A N/A
1965 \$ Index	2.45 115.6	2.58 121.7	2.42 114.2	2.55 120.3	2.36 111.3	2.10 99.1	2.18 102.8	2.91 137.3	2.31 109.0	1.69 79.7

Note: The indexes were computed in the Department of Labor for these tables.

Sources: D.B.S. Manhours and Hourly Earnings for 1949.

D.B.S. Manhours and Hourly Earnings ledgers for 1965.

Table 3D (Cont'd)

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	Total Manu- facturing	Total Durable Goods	Total Non- Durable Goods	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products	Clothing (Textile and Fur)	Wood Products
B. Absolute Growth, 1949 to 1965										
Index	214.1	215.0	212.1	212.8	261.6	206.7	194.7	196.4	182.9	201.1
	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
	Paper Products and Allied Industries	Printing, Publishing and Allied Industries	Iron and Steel Products	Trans- portation Equipment	Non- Ferrous Metal Products	Electrical Apparatus and Supplies	Non- Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Misc. Manu- facturing
Index	231.1	226.3	222.0	220.7	220.6	192.7	227.1	237.4	233.3	N/A
C. Relative Growth each Manufacturing Industry in relation to the All-Manufacturing Average										
Index(a)	100.0	100.4	99.1	99.4	122.2	96.5	90.9	91.7	85.4	93.9
	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
Index(a)	107.9	105.7	103.7	103.1	103.0	90.0	106.1	110.9	109.0	N/A

Note: (a) Individual industry growth index (shown in B, above) divided by all manufacturing index, the quotient multiplied by 100.

TABLE 8H

Growth in Average Weekly Wages and Salaries, Average Hourly Earnings and Average Weekly Wages, All Manufacturing, by Province,* 1949 to 1965

	Average Weekly Wages and Salaries %	Average Hourly Earnings %	Average Weekly Wages %
Canada	114.0	114.1	106.2
Prince Edward Island	82.9	-	-
Nova Scotia	91.5	101.1	89.5
New Brunswick	95.5	100.0	88.0
Quebec	110.3	110.0	101.3
Ontario	117.9	115.4	112.6
Manitoba	96.2	99.0	90.6
Saskatchewan	109.0	114.0	103.6
Alberta	109.5	116.0	105.2
British Columbia	122.8	120.2	122.4

Note: *Data not available for Newfoundland, and not available on hourly earnings or weekly wages for Prince Edward Island. The indexes were computed in the Department of Labour for this table.

Source: D.B.S., Employment and Payrolls (Catalogue No. 72-201), Manhours and Hourly Earnings and Average Weekly Wages (Catalogue No. 72-202).

Table 9A
Average Earnings of Wage Earners and Salaried Employees in All Manufacturing
for Selected Years, 1949-1965

	Total Employment	Wage Earners		Salaried Employees		Proportion of Salaried Employment to Total Employment	Ratio of Salaries to Wages
		Average Weekly Earnings	Number of Employees	Average Weekly Salaries	Number of Employees		
		\$		\$			
1949	976,840	42.61	804,971	54.85	171,869	17.6	128.7
1951	1,086,983	51.32	872,949	65.98	214,034	19.7	128.6
1960	1,176,417	72.39	889,194	100.47	287,223	24.4	138.8
1963	1,275,700	80.80	967,914	111.29	307,786	24.1	137.7
1965	1,407,979	89.32	1,068,133	120.27	339,846	24.1	134.7

Source: D.B.S. Earnings and Hours of Work in Manufacturing (Catalogue No. 72-204)

Table 9B

Average Earnings for General Office and Clerical Employees and Managerial, Supervisory and Professional Employees in All Manufacturing, Durable Goods and Nondurable Goods Manufacturing, 1951, 1960, 1963 and 1965(a)

	General Office and Clerical Employees			Managerial, Supervisory and Professional Employees			Proportion of Managerial, Supervisory and Professional to All Salaried Employees		Ratio of Managerial etc. Earnings to those of General Office and Clerical
	Total Number of Salaried Employees	Clerical Employees		Professional Employees		Number of Employees	All Salaried Employees		
		Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees				
								\$	
All Manufacturing									
1951	214,034	51.14	146,762	98.38	100.0	67,272	31.4	192.4	
1960	287,223	72.10	151,340	132.06	134.2	135,883	47.3	183.2	
1963	307,786	79.13	158,267	145.32	147.7	149,519	48.6	183.6	
1965	339,846	87.19	170,233	153.47	156.0	169,613	49.9	176.0	
Durable Goods									
1951	99,711	54.16	69,571	100.53	100.0	30,140	30.2	185.6	
1960	134,464	77.66	73,811	136.26	135.5	60,653	45.1	175.5	
1963	145,290	84.98	77,040	149.29	148.5	68,250	47.0	175.7	
1965	161,516	93.78	84,262	160.29	159.4	77,254	47.8	170.9	
Nondurable Goods									
1951	114,323	48.41	77,191	96.63	100.0	37,132	32.5	199.6	
1960	152,759	66.71	77,529	128.68	133.2	75,230	49.2	192.9	
1963	162,496	73.59	81,227	141.99	146.9	81,269	50.0	192.9	
1965	178,330	80.74	85,971	147.77	152.9	92,359	51.8	183.0	

Note: (a) Data are not available for 1949.

Source: D.B.S., Earnings and Hours of Work in Manufacturing (Catalogue No. 72-204)

TABLE 10A

Selected Occupational Wage Differentials in Canada,
1923 to 1933, 1943 to 1965*

Industry	'23-'29	'30-'33	'43-'46	'47-'50	'51-'54	'55-'58	'59-'62	'63-'65
			Skilled Rate as Percent of Unskilled Rate(a)					
Automobile Parts								
Machinists	165.3	171.0	129.3	122.0	120.5	129.4	140.0	131.2
Agricultural Implements								
Patternmakers	163.4	154.3	150.0	142.0	141.9	147.1	143.7	129.2
Shipbuilding								
Boilermakers	162.3	161.3	162.0	146.1	128.9	130.0	120.9	119.6
Sheet Metal								
Sheet Metal Workers	205.2	233.9	166.5	161.9	135.7	145.9	141.0	142.3
Pulp and Paper								
Millwrights (Maintenance)	171.0	175.8	149.7	131.1	133.1	134.5	131.8	132.5
Digester Cook (Pulp)	207.2	206.6	170.0	145.7	143.8	141.3	138.4	138.7
Furniture								
Upholsterers	160.1	151.6	164.4	165.2	172.8	168.5	148.0	147.7
Construction								
Toronto								
Bricklayers and Masons	229.2	234.5	188.9	201.8	199.4	180.2	160.0	149.3
Carpenters	175.5	204.8	169.1	175.8	184.0	164.8	148.1	141.9
Vancouver								
Bricklayers and Masons	228.2	265.1	182.6	172.4	147.4	145.6	138.2	134.2
Carpenters	176.3	187.9	158.3	152.7	140.4	136.0	135.0	132.8
Printing and Publishing								
Toronto								
Compositors	217.6	250.8	210.7	196.5	195.3	204.9	224.6	207.2
Vancouver								
Compositors	183.4	251.0	206.5	179.8	172.7	172.7	166.5	164.7

Table 10A (Cont'd)

Industry	'23-'29	'30-'33	'43-'46	'47-'50	'51-'54	'55-'58	'59-'62	'63-'65
	Skilled Rate as Percent of Unskilled Rate (a)							
Municipal Government Services								
Toronto								
Policemen	130.2	132.8	126.9	126.7	133.1	130.6	130.3	130.8
Urban and Suburban Transport								
Toronto								
Electricians	111.7	133.7	138.0	125.0	109.1	118.6	123.7	120.9

*Based on H.D. Woods and Sylvia Ostry: Labour Policy and Labour Economics in Canada, 1962, Table XLVIII, 1959 to 1965 data added.

(a) The unskilled rate is for male labourer in each case, except in printing and publishing, where it is for bindery girls.

Sources: Data for the years 1943 to 1958 and all years for construction, municipal government services and urban and suburban transport were taken from special tabulations made in the Economics and Research Branch of the Canada Department of Labour. These tabulations were based primarily on the statistics published in Wage Rates and Hours of Labour, annual reports.

Table 10B

Selected Occupational Wage Differentials in Canada,
1943, 1949, 1956, and 1965*

Industry and Occupation	Wage Rate as Per Cent of Labour Rate			
	1943	1949	1956	1965
<u>Coal Mining</u>				
Nova Scotia				
Miner (contract)	165.4	146.1	146.6	124.7
<u>Metal Mining (Surface)</u>				
British Columbia				
Machinist	125.0	128.4	130.9	138.8
Quebec				
Machinist	150.0	132.9	133.6	130.9
<u>Sawmill Products</u>				
Saw Filer	195.7	158.4	151.2	147.3
<u>Sashes, Doors, etc.</u>				
Cabinetmaker	141.5	135.3	132.0	121.4
<u>Furniture</u>				
Cabinetmaker	165.0	150.0	143.0	156.3
<u>Confectionery</u>				
Candymaker	142.9(a)	133.8(a)	126.9(a)	120.9(a)
<u>Tobacco</u>				
Machinist	125.6	141.7	136.5	127.7
<u>Cotton Yarn</u>				
Loom Fixer	161.2(b)	145.2(b)	141.5(b)	144.4(c)
<u>Iron Castings and Machine Shops</u>				
Patternmaker	137.3	133.3	134.2	133.0(x)
<u>Shipbuilding</u>				
Electrician	167.3	150.6	132.6	127.8
<u>Motor Vehicle Parts and Accessories</u>				
Toolmaker	153.8	136.6	135.3	136.2
<u>Agricultural Implements</u>				
Patternmaker	149.1	140.2	148.9	122.0
<u>Heavy Electrical Machinery & Equipment</u>				
Toolmaker	168.9	141.8	155.3	155.0
<u>Pulp</u>				
Digester Cook	144.6(d)	141.4(d)	138.0(d)	138.5(d)
<u>Newsprint</u>				
Machine-Tender	256.4(e)	207.7(e)	191.3(e)	178.2(e)
<u>Construction</u>				
Montreal				
Bricklayer and Mason	175.0	209.4	161.8	138.1
Toronto				
Bricklayer and Mason	190.3	189.4	180.0	152.1
Winnipeg				
Bricklayer and Mason	228.6	213.3	187.5	156.4
Vancouver				
Bricklayer and Mason	198.5	175.0	150.6	131.5
<u>Printing and Publishing (f)</u> (other than Newspapers)				
Montreal				
Compositor (hand)	290.1	204.1	211.6	204.6
Toronto				
Compositor (hand)	269.5	197.4	208.0	207.4
Winnipeg				
Compositor (hand)	271.6	207.6	198.9	193.1
Vancouver				
Compositor (hand)	195.1	173.6	169.8	161.5

* Taken from table in Sylvia Ostry: "Interindustry Differentials in Canada, 1943-1956", Industrial and Labor Relations Review, April 1959; 1965 data added.

Notes: In the following instances, the jobs indicated were used as the base (i.e., equal to 100) instead of labourer:

- (a) packer
- (b) battery hand, female
- (c) battery hand, male
- (d) wood handler
- (e) roll finisher
- (f) bindery girl.

Other note: (x) iron castings only.

Source: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour.

Table 10C

Wage Skill Differential as Shown in Comparison of Rates for Electricians, Maintenance and Labourers,
Industry Composite and Manufacturing, Selected Cities, 1960 and 1965

Community and Occupation	Industry Composite (a)					Manufacturing				
	1960		1965		Increase in Rate from 1960 to 1965 %	1960		1965		Increase in Rate from 1960 to 1965 %
	\$	Index (b)	\$	Index (b)		\$	Index (b)	\$	Index (b)	
Montreal Electrician Labourer	2.13 1.46	145.9 100.0	2.55 1.73	147.4 100.0	19.7 18.5	2.22 1.47	151.0 100.0	2.59 1.70	152.4 100.0	16.7 15.6
Toronto Electrician Labourer	2.28 1.59	143.4 100.0	2.78 1.94	143.3 100.0	21.9 22.0	2.32 1.56	148.7 100.0	2.80 1.85	151.4 100.0	20.7 18.6
Winnipeg Electrician Labourer	2.18 1.53	142.5 100.0	2.54 1.77	143.5 100.0	16.5 15.7	2.23 1.53	145.8 100.0	2.61 1.74	150.0 100.0	17.0 13.7
Vancouver Electrician Labourer	2.51 1.90	132.1 100.0	3.05 2.24	136.2 100.0	21.5 17.9	2.55 1.89	134.9 100.0	3.04 2.29	132.8 100.0	19.2 21.2
St. John's, Nfld. Electrician Labourer	1.97 1.17	168.4 100.0	2.38 1.50	158.7 100.0	20.8 28.2	- 1.11	- 100.0	2.11 1.32	159.8 100.0	- 18.9
Halifax Electrician Labourer	1.96 1.34	146.3 100.0	2.42 1.68	144.0 100.0	23.5 25.4	1.88 1.33	141.4 100.0	2.40 1.68	142.9 100.0	27.7 26.3
Sydney Electrician Labourer	2.15 1.61	133.5 100.0	2.34 2.02	115.8 100.0	8.8 25.5	- 1.73	- 100.0	- 2.12	- 100.0	- 22.5

Table 10C (Cont'd)

Community and Occupation	Industry Composite (a)					Manufacturing				
	1960		1965		Increase in Rate from 1960 to 1965 %	1960		1965		Increase in Rate from 1960 to 1965 %
	\$	Index (b)	\$	Index (b)		\$	Index (b)	\$	Index (b)	
Moncton										
Electrician	2.06	164.8	2.48	160.0	20.4	-	-	-	-	-
Labourer	1.25	100.0	1.55	100.0	24.0	1.10	100.0	1.44	100.0	30.9
Drummondville										
Electrician	1.55	134.8	2.04	147.8	31.6	1.55	136.0	2.04	145.7	31.6
Labourer	1.15	100.0	1.38	100.0	20.0	1.14	100.0	1.40	100.0	22.8
Quebec										
Electrician	1.99	135.4	2.45	133.9	23.1	2.10	132.9	2.55	140.9	21.4
Labourer	1.47	100.0	1.83	100.0	24.5	1.58	100.0	1.81	100.0	14.6
Saguenay										
Electrician	2.49	141.5	2.78	131.8	11.6	2.54	140.3	2.85	138.3	12.2
Labourer	1.76	100.0	2.11	100.0	19.9	1.81	100.0	2.06	100.0	13.8
Sherbrooke										
Electrician	1.65	143.5	2.11	139.9	27.9	1.59	142.0	1.98	141.4	24.5
Labourer	1.15	100.0	1.55	100.0	33.0	1.12	100.0	1.40	100.0	25.0
Trois-Rivieres										
Electrician	2.18	154.6	2.57	153.0	17.9	2.20	147.7	2.58	159.3	17.3
Labourer	1.41	100.0	1.68	100.0	19.1	1.49	100.0	1.62	100.0	8.7
Brantford										
Electrician	2.09	131.4	2.67	137.6	27.8	2.08	131.6	2.71	136.9	30.3
Labourer	1.59	100.0	1.94	100.0	22.0	1.58	100.0	1.98	100.0	25.3

Table 10C (Cont'd)

Community and Occupation	Industry Composite (a)					Manufacturing				
	1960		1965		Increase in Rate from 1960 to 1965 %	1960		1965		Increase in Rate from 1960 to 1965 %
	\$	Index (b)	\$	Index (b)		\$	Index (b)	\$	Index (b)	
Cornwall Electrician Labourer	2.26 1.70	132.9 100.0	2.67 1.96	136.2 100.0	18.1 15.3	2.27 1.73	131.2 100.0	2.70 1.97	137.1 100.0	18.9 13.9
Fort William-Port Arthur Electrician Labourer	2.39 1.80	132.8 100.0	2.62 2.05	127.8 100.0	9.6 13.9	2.55 1.85	137.8 100.0	2.70 2.03	133.0 100.0	5.9 9.7
Guelph Electrician Labourer	1.99 1.46	136.3 100.0	2.50 1.74	143.7 100.0	25.6 19.2	1.99 1.46	136.3 100.0	2.50 1.74	143.7 100.0	25.6 19.2
Hamilton Electrician Labourer	2.55 1.73	147.4 100.0	2.91 2.06	141.3 100.0	14.1 19.1	2.56 1.77	144.6 100.0	2.93 2.11	138.9 100.0	14.5 19.2
Kingston Electrician Labourer	2.28 1.50	152.0 100.0	2.66 1.82	146.2 100.0	16.7 21.3	2.27 1.60	141.9 100.0	2.63 1.93	136.3 100.0	15.9 20.6
Kitchener-Waterloo Electrician Labourer	2.18 1.58	138.0 100.0	2.53 1.90	133.2 100.0	16.1 20.3	2.13 1.58	134.8 100.0	2.53 1.92	131.8 100.0	18.8 21.5
London Electrician Labourer	2.31 1.56	148.1 100.0	2.67 1.89	141.3 100.0	15.6 21.2	2.25 1.55	145.2 100.0	2.71 1.92	141.1 100.0	20.4 23.9

Table 10C (Cont'd)

Community and Occupation	Industry Composite (a)					Manufacturing				
	1960		1965		Increase in Rate from 1960 to 1965 %	1960		1965		Increase in Rate from 1960 to 1965 %
	\$	Index (b)	\$	Index (b)		\$	Index (b)	\$	Index (b)	
Orillia Electrician Labourer	1.88 1.10	170.9 100.0	2.36 1.54	153.2 100.0	25.5 40.0	1.83 1.10	166.4 100.0	2.17 1.54	140.9 100.0	18.6 40.0
Oshawa Electrician Labourer	2.47 2.07	119.3 100.0	3.06 2.46	124.4 100.0	23.9 18.8	2.48 2.10	118.1 100.0	3.09 2.48	124.6 100.0	24.6 18.1
Ottawa Electrician Labourer	2.38 1.38	172.5 100.0	3.05 1.74	175.3 100.0	28.2 26.1	2.38 1.33	178.9 100.0	2.76 1.70	162.4 100.0	16.0 27.8
Peterborough Electrician Labourer	2.31 1.62	142.6 100.0	2.57 1.84	139.7 100.0	11.3 13.6	2.31 1.61	143.5 100.0	2.58 1.84	140.2 100.0	11.7 14.3
Sault-Ste-Marie Electrician Labourer	2.79 1.81	154.1 100.0	3.05 2.06	148.1 100.0	9.3 13.8	2.80 1.84	152.2 100.0	3.12 2.10	148.6 100.0	11.4 14.1
Sudbury-Copper Cliff Electrician Labourer	2.53 1.94	130.4 100.0	2.82 2.18	129.4 100.0	11.5 12.4	2.53 1.99	127.1 100.0	2.82 2.21	127.6 100.0	11.5 11.1
Welland Electrician Labourer	- -	- 100.0	2.90 2.08	139.4 100.0	- -	- -	- 100.0	2.91 2.09	139.2 100.0	- -

Table 10C (Cont'd)

Community and Occupation	Industry Composite (a)				Manufacturing			
	1960		1965		1960		1965	
	\$	Index (b)	\$	Index (b)	\$	Index (b)	\$	Index (b)
						</		

Table 10G (no chart)

Wage Rate Differentials (a) for Selected Occupations in Selected
Manufacturing Industries, 1960 and 1965

Industry & Occupation	1960		1965		Increase in Wages, from 1960 to 1965 %
	\$	Index(b)	\$	Index(b)	
<u>Slaughtering & Meat Packing</u>					
Electrician, maintenance	2.36	122.6	2.72	135.3	15.2
Ham Boner	1.98	111.2	2.31	114.9	16.7
Ham Boner (piece work)	2.28	128.1	2.78	138.3	21.9
Labourer	1.78	100.0	2.01	100.0	18.5
<u>Bread & Bakery Products</u>					
Cake Baker	1.51	105.6	2.06	120.5	36.4
Automotive Mechanic	1.85	129.4	2.21	129.2	19.4
General Bakery Helper	1.43	100.0	1.71	100.0	19.6
<u>Breweries</u>					
Electrician, maintenance	2.56	128.0	2.98	116.9	16.4
Brewhouse Worker	2.21	110.5	2.60	102.0	17.6
Labourer	2.00	100.0	2.55	100.0	27.5
<u>Tobacco, Cigars & Cigarettes</u>					
Electrician, maintenance	2.28	126.7	3.08	131.1	35.1
Cigarette Making Machine Operator	2.07	115.0	2.70	114.9	30.4
Labourer	1.80	100.0	2.35	100.0	30.5
<u>Rubber Tires & Tubes</u>					
Tire Builder, Heavy Service (piece work)	2.50	115.2	3.09	123.6	23.6
Millman Mixer (Rubber Mixer) (piece work)	2.17	100.0	2.50	100.0	15.2

<u>All Rubber Products</u>				
Electrician, maintenance	2.13	145.9	2.59	21.6
Labourer	1.46	100.0	1.73	18.5
<u>Leather Tanneries</u>				
Paster	1.70	128.8	1.89	11.2
Paster (piece work)	1.92	145.4	2.25	17.2
Finisher (Doper Seasoner)				
(piece work)	1.74	131.8	2.06	18.4
Mechanic (Machine Repairman)	1.67	126.5	1.91	14.4
Finisher (Doper Seasoner)	1.32	100.0	1.73	31.1
<u>Cotton Yarn & Cloth</u>				
Loom Fixer	1.57	146.7	1.79	14.0
Loom Fixer (piece work)	1.64	153.3	1.98	20.7
Skilled Tradesman	1.56	145.8	1.87	19.9
Spooler Tender, female				
(piece work)	1.28	119.6	1.51	18.0
Battery Hand	1.07	100.0	1.24	15.9
<u>Synthetic & Silk Textiles</u>				
Skilled Tradesman	1.98	206.2	2.25	13.6
Loom Fixer	1.56	162.5	1.85	18.6
Battery Hand, female	.96	100.0	1.23	28.1
<u>Men's & Boy's Suits & Overcoats</u>				
Cutter	1.89	187.1	2.23	18.0
Cutter (piece work)	2.15	212.9	2.56	19.1
Sewing Machine Operator, female				
(piece work)	1.18	116.8	1.74	47.5
Sewing Machine Operator, female	1.01	100.0	1.21	19.8

Table 10G (Cont'd)

Industry & Occupation	1960		1965		Increase in Wages, from 1960 to 1965 %
	\$	Index(b)	\$	Index(b)	
<u>Dresses</u>					
Cutter	2.09	222.3	2.46	223.6	17.7
Finish Presser, female (piece work)	1.87	198.9	2.41	219.1	28.9
Sewing Machine Operator, female (piece work)	1.42	151.1	1.72	156.4	21.1
Finisher, female	.94	100.0	1.10	100.0	17.0
<u>Sash, Door & Planing Mills</u>					
Millwright	1.78	142.4	2.21	139.0	24.1
Cabinetmaker (Millwork)	1.57	125.6	1.93	121.4	22.9
Labourer	1.25	100.0	1.59	100.0	27.2
<u>Wooden Furniture</u>					
Upholsterer (Complete Suite)	1.63	148.2	1.82	144.4	11.6
Upholsterer (Complete Suite) (piece work)	1.99	159.2	2.24	177.8	12.6
Glue Clamp Operator	1.23	111.8	1.47	116.7	19.5
Glue Clamp Operator (piece work)	1.51	120.8	1.59	126.2	5.3
Labourer	1.10	100.0	1.26	100.0	14.5
<u>Paper Boxes & Containers</u>					
Mechanic, maintenance	1.80	120.8	2.36	139.6	31.1
Corrugating Machine Operator	1.95	130.9	2.27	134.3	16.4
Corrugating Machine Operator (piece work)	2.29	153.7	2.72	160.9	18.8
Labourer	1.49	100.0	1.69	100.0	13.4

<u>Pulp</u>					
Digester Cook	2.58	138.0	3.02	138.5	17.0
Wood Handler	1.87	100.0	2.18	100.0	21.9
<u>All Pulp & Paper</u>					
Electrician, maintenance	2.47	132.8	2.91	133.5	17.8
Labourer	1.86	100.0	2.18	100.0	17.2
<u>Agricultural Implements</u>					
Electrician, maintenance	2.28	137.3	2.89	132.6	26.7
Assembler	1.63	98.2	2.35	107.8	44.2
Assembler (piece work)	2.13	123.3	2.72	124.8	27.7
Milling Machine Operator	1.77	106.6	-	-	-
Milling Machine Operator (piece work)	2.25	135.5	2.86	131.2	27.1
Labourer	1.66	100.0	2.18	100.0	31.3
<u>Iron Castings</u>					
Electrician, maintenance	2.29	134.7	2.54	130.9	15.3
Ladleman (Metal Pourer)	1.82	107.0	2.18	112.4	19.8
Ladleman (Metal Pourer) (piece work)	2.20	129.4	2.39	123.2	8.6
Moulder, Machine	1.92	112.9	2.24	115.5	16.7
Moulder, Machine (piece work)	2.33	137.0	2.77	142.8	18.9
Labourer	1.70	100.0	1.94	100.0	14.1
<u>Industrial Machinery</u>					
Electrician, maintenance	2.03	133.5	2.39	130.0	17.7
Moulder, Machine	1.84	121.0	2.11	114.7	14.7
Moulder, Machine (piece work)	2.37	155.9	-	-	-
Lathe Operator	2.00	131.6	2.28	123.9	14.0
Lathe Operator (piece work)	1.96	128.9	2.43	132.1	24.0
Labourer	1.52	100.0	1.84	100.0	21.0

Table 10G (Cont'd)

Industry & Occupation	1960		1965		Increase in Wages, from 1960 to 1965 %
	\$	Index (b)	\$	Index (b)	
<u>Primary Iron & Steel</u>					
Electrician, maintenance	2.68	132.7	3.01	133.8	12.3
Charger	2.33	115.3	2.54	112.9	9.0
Charger (piece work)	2.79	138.1	3.23	143.5	15.8
Ladleman (Metal Pourer)	2.40	118.8	2.65	117.8	10.4
Ladleman (Metal Pourer) (piece work)	3.21	158.9	3.46	153.8	7.8
Labourer	2.02	100.0	2.25	100.0	11.4
<u>Motor Vehicles</u>					
Assembler	2.12	104.9	2.61	116.5	23.1
Metal Finisher, Hand or Machine	2.21	109.4	2.73	121.9	23.5
Electrician, maintenance	2.51	124.2	3.13	139.7	24.7
Labourer	2.02	100.0	2.24	100.0	10.9
<u>Brass & Copper Products</u>					
Patternmaker (Metal or Wood)	2.15	144.3	2.30	135.3	7.0
Moulder, Machine	1.78	119.5	2.05	120.6	15.2
Moulder, Machine (piece work)	2.38	159.7	2.55	150.0	7.1
Labourer	1.49	100.0	1.70	100.0	14.1
<u>Radio & Television & Other Electronic Equipment</u>					
Electrician, maintenance	2.22	186.5	2.61	176.3	17.6
Technician, Electronics (Production)	2.01	168.9	2.45	165.5	21.9
Labourer	1.44	121.0	1.61	108.8	11.8
Assembler, Simple, Female	1.19	100.0	1.48	100.0	24.4

Petroleum Refining & Products

Electrician, maintenance	2.65	138.7	3.01	133.2	13.6
Pumpman, Head	2.89	151.3	3.13	138.5	8.3
Labourer	1.91	100.0	2.26	100.0	18.3

Acids, Alkalis & Salts

Electrician, maintenance	2.34	128.6	2.72	125.9	16.2
Chemical Operator, Class A	2.28	125.3	2.65	122.7	16.2
Labourer	1.82	100.0	2.16	100.0	18.7

Medicinal, Pharmaceutical & Toilet

Preparations					
Electrician, maintenance	2.16	153.2	2.58	151.8	19.4
Mixer, Machine	1.80	127.6	2.14	126.0	18.9
Labourer	1.41	100.0	1.70	100.0	20.6

- Notes: (a) The rates shown are for time work and for males unless otherwise specified.
(b) The index expresses the ratio of each job rate to that of the lowest paid job, times 100.

Source: Canada Department of Labour Wage Rates, Salaries and Hours of Labour.

Table 11A

Median Annual Earnings, Scientific
and Technical Professions, 1963(1)

Specialization	Median Annual Earnings (2)
Agriculture	\$ 7,600
Architecture	10,000
Engineering	
Chemical	9,800
Civil	9,400
Electrical	9,400
Engineering Physics	9,200
Geological	8,700
Industrial	9,100
Mechanical	9,600
Metallurgical	10,200
Mining	10,700
Other	9,500
Forestry	8,200
Natural Science	
Biology	8,700
Chemistry	10,100
General	7,700
Geology	10,000
Mathematics	9,300
Mathematics & Physics	10,100
Physics	10,000
Other	9,600
Veterinary Medicine	8,700

Notes:

(1) 1963 is the most recent year for which information on this basis is available.

(2) The information is based on 16,087 replies to a questionnaire mailed to people in scientific and technical professions across Canada.

Source: Canada Department of Labour,
Average Earnings in the Scientific and Technical Professions, 1962
(Professional Manpower Bulletin No. 6).

Table 11B
Salaries(1) of Professional Engineers,
by Level of Responsibility
1958, 1960, 1963 and 1965(2)

Level of Responsibility (3)	1958(4)	1960(4)	1963(4)	1965(4)	Change, 1960 to 1965
	\$	\$	\$	\$	%
Level "A"					
Median	5,016	5,220	5,570	6,120	17.2
Middle 80%	4,620-5,580	4,800-5,820	5,160-6,300	5,700-6,780	
Level "B"					
Median	5,940	6,240	6,720	7,200	15.4
Middle 80%	5,196-6,888	5,520-7,200	6,000-7,620	6,500-8,220	
Level "C"					
Median	6,900	7,500	8,180	8,900	18.7
Middle 80%	6,000-7,920	6,420-8,700	7,020-9,490	7,680-10,220	
Level "D"					
Median	8,220	8,820	9,600	10,430	18.3
Middle 80%	7,020-9,420	7,620-10,250	8,400-11,040	9,000-12,060	
Level "E"					
Median	9,720	10,260	11,280	12,180	18.7
Middle 80%	8,160-11,400	8,760-12,120	9,800-13,200	10,560-14,460	
Level "F"					
Median	12,000	12,480	13,500	14,770	18.3
Middle 80%	9,996-15,600	9,600-15,000	11,520-16,700	12,000-18,250	

Notes:

- (1) The salaries reported do not include the value of employee benefits except to the extent that bonuses and commissions are part of an engineer's normal earnings.
- (2) The data for 1965 were obtained from a survey, the results of which covered 13,547 engineers working for 215 organizations in British Columbia, Alberta, Ontario and Quebec. The survey coverage for the earlier years is similar except that Alberta was introduced in 1965 and British Columbia in 1963.
- (3) The levels of responsibility cover virtually the full range from the most junior, at "A" to the most senior or almost the most senior, at "F". Another level beyond "F" is described to show that there is a level beyond the scope of the survey, for which data are not obtained. The levels are distinguished in terms of duties (including degree of initiative exercised); power to make recommendations, decisions and commitments; degree of supervision received; extent of leadership authority and/or supervision exercised; and academic and other qualifications required for entry into the job.
- (4) The data represent salaries, at annual rates, paid as of July 1 each year.

Source: Canadian Council of Professional Engineers, Report on Salaries

Table 11C-1 (no chart)
Executive Salaries in Canadian Industry,
1961 and 1965(1)

Position Title	Median and Average Annual Salary (including bonus)(2)		Change 1961 to 1965
	1961	1965	
	\$	\$	%
General Manager			
Median	23,050	30,000	30.1
Average	26,500	32,800	23.8
Sales Manager			
Median	14,000	18,000	28.4
Average	14,400	18,950	31.8
Plant Manager			
Median	11,000	16,000	45.4
Average	13,350	16,950	26.9
Accounting Manager			
Median	10,700	14,500	35.5
Average	12,200	16,350	34.0
Chief Engineer			
Median	10,400	12,300	18.4
Average	12,100	14,700	21.4
Purchasing Manager			
Median	8,700	10,750	23.5
Average	9,100	10,850	19.1
Marketing Manager			
Median	15,000	21,200	41.3
Average	16,900	21,650	28.0
Secretary			
Median	12,050	16,000	32.9
Average	12,800	16,800	31.2

Industrial Relations Manager			
Median	12,000	14,000	16.6
Average	12,100	15,600	29.0
Research & Design Manager			
Median	10,150	13,900	37.0
Average	11,500	14,300	24.3
Export Sales Manager			
Median	9,800	11,200	14.4
Average	10,750	12,800	19.1
Production Control Manager			
Median	9,200	11,200	21.6
Average	9,850	12,600	28.0
Industrial Engineering Manager			
Median	7,900	11,050	39.8
Average	9,150	11,650	27.2
Maintenance Manager			
Median	8,400	10,300	22.8
Average	8,750	10,800	23.2
Chief Cost Accountant			
Median	7,200	8,600	19.5
Average	7,900	10,250	29.7
Personnel Manager			
Median	7,500	9,900	32.0
Average	8,050	9,950	24.4
All Jobs			
Average	12,950	16,450	27.0

Notes: (1) This information is based on a survey of salaries in a broad sample of firms in Canadian industry, including manufacturing, mining, construction, transportation, public utilities, trade and finance.

(2) The proportion of executives surveyed receiving a bonus was almost the same both years, 43.5% in 1961 and 44.2% in 1965; the average bonus increased by 26.2%, from \$2,955 in 1961 to \$3,730 in 1965.

Source: H.V. Chapman and Associates Ltd., Report on Executive Salaries in Canada 1961-1965.

TABLE 11C-2

Salaries of Fifteen Executive Positions in Relation to the
Salary Paid to General Manager in Canadian Industry, 1961 and 1965(1)

Position Title	Median Annual Salary (including bonus)(2)			
	1961		1965	
	\$	%	\$	%
General Manager	23,050	100.0	30,000	100.0
Marketing Manager	15,000	65.1	21,200	70.7
Sales Manager	14,000	60.7	18,000	60.0
Secretary	12,050	52.3	16,000	53.3
Industrial Relations Manager	12,000	52.1	14,000	46.7
Plant Manager	11,000	47.7	16,000	53.3
Accounting Manager	10,700	46.4	14,500	48.3
Chief Engineer	10,400	45.1	12,300	41.0
Research and Design Manager	10,150	44.0	13,900	46.3
Export Sales Manager	9,800	42.5	11,200	37.3
Production Control Manager	9,200	39.9	11,200	37.3
Purchasing Manager	8,700	37.7	10,750	35.8
Maintenance Manager	8,400	36.4	10,300	34.3
Industrial Engineering Manager	7,900	34.2	11,050	36.8
Personnel Manager	7,500	32.5	9,900	33.0
Chief Cost Accountant	7,200	31.2	8,600	28.7
All Jobs	11,725	50.9	15,254	50.8

Notes: (1) This information is based on a survey of salaries in a broad sample of firms in Canadian industry, including manufacturing, mining, construction, transportation, public utilities, trade and finance.

(2) The proportion of executives surveyed receiving a bonus was almost the same both years, 43.5% in 1961 and 44.2% in 1965; the average bonus increased by 26.2%, from \$2,955 in 1961 to \$3,730 in 1965.

Source: H.V. Chapman and Associates Ltd., Report on Executive Salaries in Canada 1961-1965.

- Table 1 Labour Income (Wages, Salaries and Supplementary Labour Income), by Sectors of the Economy and for Agriculture 1949 to 1965.
- Table 2 Distribution of Net Domestic Product in the Business Sector (Excluding Agriculture), of the Canadian Economy, 1949 to 1965 (annual data)
- Table 3-1 Indexes of Manufacturing Production, Seasonally Adjusted, by months, January, 1949 to November, 1966
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- Table 4A Average Weekly Wages and Salaries, Average Hourly Earnings, and Average Weekly Wages, Major Industries, Canada, 1965
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- Table 6C Relation of Average Weekly Wages and Salaries, Average Hourly Earnings, Average Weekly Wages, Major Manufacturing Industries, to Average for All Durable Goods or all Nondurable Goods Manufacturing, 1965
- Table 6D Distribution of Wage-Earner Employment in Manufacturing by Region, 1965
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- Table 8B Average Weekly Wages in Manufacturing in Current Dollars and Constant Dollars, 1949 to 1965
- Table 8C-1 Position and Growth of Average Weekly Wages and Salaries in Major Industry Groups Relative to Average for All Industries 1949 and 1965
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- Table 8D Position and Growth of Average Hourly Earnings in Major Manufacturing Groups Relative to Average for All Manufacturing 1949 and 1965
- Table 8H Growth in Average Weekly Wages and Salaries, and Hourly Earnings, All Manufacturing, by Province, 1949 to 1965
- Table 9A Average Earnings of Wage Earners and Salaried Employees in All Manufacturing for Selected Years, 1949-1965
- Table 9B Average Earnings for General Office and Clerical Employees and Managerial, Supervisory and Professional Employees in All Manufacturing, Durable Goods and Nondurable Goods Manufacturing, 1951, 1960, 1963 and 1965
- Table 10A Selected Occupational Wage Differentials in Canada, 1923 to 1933, 1945 to 1965
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- Table 11C-1 Executive Salaries in Canadian Industry, 1961 and 1965
- Table 11C-2 Salaries of Fifteen Executive Positions in Relation to the Salary Paid to General Manager in Canadian Industry, 1961 and 1965

Sources of Information

Reports of the Dominion Bureau of Statistics

National Accounts, Income and Expenditure (12-201), annual, 75 cents.
Annual Supplement to the Monthly Index of Industrial Production (61-005), \$1.
Canadian Statistical Review (11-003), monthly, \$5. per ann., 50 cents per copy.
Annual Supplement to the Canadian Statistical Review (11-206), \$1.
Annual Review of Employment and Payrolls (72-201), \$1.
Employment and Payrolls (72-002), monthly, \$3. per ann., 30 cents per copy.
Annual Review of Man-Hours and Hourly Earnings (72-202), 75 cents.
Man-Hours and Hourly Earnings with Average Weekly Wages (72-003), monthly, \$3. per ann., 30 cents per copy.
Indexes of Output Per Person Employed and Per Man-Hour in Canada, Commercial Industries (14-201), annual 75 cents.
Prices and Price Indexes (62-002), monthly, \$4. per ann., 40 cents per copy.
Earnings and Hours of Work in Manufacturing (72-204), annual, 75 cents.

Reports of the Canada Department of Labour

Wage Rates, Salaries and Hours of Labour (L2-548), annual, \$2.50.
Average Earnings in the Scientific and Technical Professions, 1963 (Professional Manpower Bulletin No. 6), occasional, 35 cents.

Other Publications

Report on Salaries of Professional Engineers by Levels of Responsibility, annual, Canadian Council of Professional Engineers, free.
Report on Executive Salaries in Canada 1961-1965, H.V. Chapman and Associates Ltd., \$125.

